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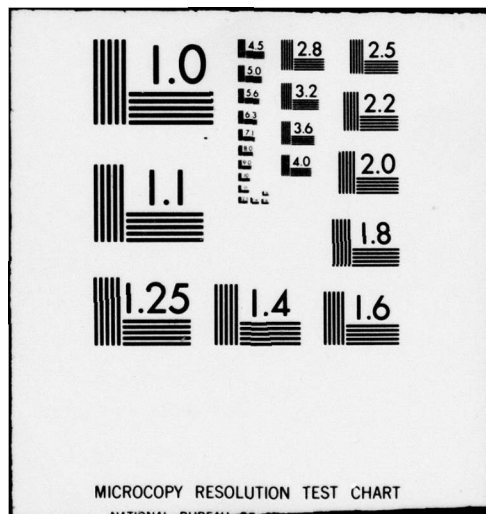
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RELATION OF OFFICER FIRST ASSIGNMENT
AND EDUCATION MAJOR TO RETENTION

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20. ABSTRACT (Continue on reverse side if necessary and identify by block number) The relationship to retention of two factors--initial duty assignment and precommission education major--was investigated for the Unrestricted Line Officers with the Surface Warfare designator. The five commission sources analyzed included two regular sources--the Naval Academy and the NROTC Scholarship Program--and three reserve sources--the Officer Candidate School and the NROTC College and Reserve Officer Candidate Programs.		

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Generally, both the officer's first duty assignment and education major were associated with retention, across as well as within separate commission sources. Retention was found to be lowest in staff and supporting shore activities and highest in the type of ships (i.e., small combatant ships) in which officers probably experienced the most arduous conditions of deployment, but also probably have the best opportunity to achieve essential ship-board qualifications. Although retention was associated with assignment type, the absolute values of the retention percentages varied substantially across commission sources. Alternative allocation strategies should be developed to identify the relative mix of allocations from each commission source that maximizes retention.

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FOREWORD

This study was initiated in response to a request from the Chief of Naval Personnel (Pers-12) to identify factors associated with retention of junior officers with the unrestricted line designator (11XX), from which the surface warfare designator (111X) is achieved. If factors are identified that can be controlled through the duty assignment system, alternative strategies that increase retention may be developed.

The substantial and valuable assistance of the following persons is gratefully acknowledged: Ms. Margaret Covher for programming, Mr. David J. Morena for data processing, and Ms. Hazel F. Schwab for compilation.

This study was performed under Advanced Development Project Z0107-PN (Personnel Supply Systems), Subproject PN.02A (Career Officer Retention).

DONALD F. PARKER
Commanding Officer

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SUMMARY

Problem

Because of the high attrition rate of junior officers, the Navy is finding it increasingly difficult to meet its requirements for a stable, experienced career force. If this rate is to be reduced, factors that influence retention and career decision processes must be identified and corrective measures must be developed and implemented.

Purpose

Officials concerned with officer retention have identified a requirement to develop a "retention behavior model" that would be responsive to three major factors: (1) initial assignment patterns, (2) the individual officer's goals, and (3) the outside environment (labor market). Some data that pertained to factors 1 and 2 respectively were already available on the BUPERS Officer Master Tape. The purpose of this study was to determine whether initial duty assignment and precommission education major are related to the retention of surface warfare officers.

Approach

The data used in this study were for surface warfare officers (N = 14,930) who were commissioned during the period from 1966 through 1970 from one of the following sources: (1) the Naval Academy (ACAD), (2) the NROTC Scholarship (NROTC-SCH) Program, (3) the Officer Candidate School (OCS), (4) the NROTC College (NROTC-COL) Program, and (5) the Reserve Officer Candidate (ROC) Program. The first two sources listed are regular; and the last three, reserve. Officers were considered as career or "retained" if their record remained in the BUPERS active duty file for at least 1-3/4 years beyond their minimum service requirement (MSR). Thus, it was necessary to use data for officers commissioned between 1966 and 1970 since such data were the most recent available with this stable a career criterion.

There are several hundred types of duty assignments and 98 major fields of study. Thus, assignment and education categories were developed, using a methodological procedure for reducing nominally scaled data to a smaller number of analyzable categories and quantifying their relationship with retention, subject to the conditions that prevailed during the time the officers in the sample served on their first assignment.

The numbers and percentages of officers from the various commission sources entering and retained in these various assignment and education categories were determined, rank ordered, and correlated. Finally, Chi-square tests of association were performed between assignment categories and retention, and between education categories and retention.

Results

1. The largest percentages of officers, across all commission sources, were assigned to those duty categories most typical for surface warfare officers--destroyers, amphibious ships, aircraft carriers, and transport-type ships. The smallest percentages were assigned to patrol vessels, diplomatic

and intelligence activities, or aircraft squadrons. This finding appears to reflect the training of and requirements for surface warfare officers.

2. The rank order of the percentages of officers assigned to the various assignment categories was generally quite consistent across commission sources, with that for ACAD being least consistent. The absolute sizes of the percentage allocated, however, varied substantially. For example, for the highest retention category (destroyers), the size ranged from about 20 percent for OCS and ROC to 74 percent for ACAD.

3. Generally, retention was highest in small combatant ships, median in large combatant and support ships, and lowest in staff and supporting shore activities.

4. Although the rank order of the percentages retained in the categories was similar across commission sources, the absolute value of the percentages retained varied substantially. For example, for the highest retention category (destroyers), the size ranged from 6 percent for OCS to 68 percent for ACAD.

5. Because of the high retention rate of ACAD, it was not included in the education major analysis. For the other four sources, the education majors with the highest retention were Fine Arts, Education, and Social and Behavioral Sciences. Those with the lowest retention were Architecture (other than naval), Agriculture and Forestry, Humanities, and Business Administration. These results may have been influenced by the relative availability of jobs for persons with these majors in the civilian labor market.

Conclusions

1. The type of ship or unit to which an officer is first assigned and the officer's precommissioning education major are both related to retention. These findings suggest that the development of a retention behavior model is feasible.

2. Although the career officer appears to regard family separation as negatively as the noncareer officer, the career officer may be more tolerant of such separation to achieve essential shipboard qualifications.

3. Special categories of education majors, other than those presently used by management for personnel accounting, should be developed for use in predicting retention.

4. The following subfactors, within the major factors of interest to management, also need to be measured:

a. Precommissioning factors (in the educational or training program):

- (1) Grades and class standing.
- (2) Attrition within education major.

(3) The individual's expressed preferences for the first assignment compared with the recommendation of the assignment counselor.

(4) Information provided by the detailee as to the relative availability of various jobs.

(5) The relative cost of the various commissioning sources.

b. Postcommissioning factors:

(1) Identification of the initial assignments in which the opportunity to achieve specified qualified for professional development is highest (or lowest).

(2) Optimal (for retention) duration of the first assignment.

(3) The relationship between the first and second assignments.

(4) Evaluated performance on the job.

(5) The interaction between the officer and the detailee. A knowledge of the interrelationships, both within and across these factors, may be essential for the development of an effective assignment strategy.

5. Since the ratio of inputs to regular and reserve commission sources varies considerably from wartime to peacetime conditions, assignment strategies should be evaluated on data from both conditions. (This study used data predominately from the most recent wartime condition.) To the extent that career officers are needed from the reserve sources to augment the regular sources, opportunities for career-enhancing assignments must be provided.

6. Education majors with low retention rates should be validated on specific job requirements. Otherwise, retention efforts should concentrate on the majors with the higher retention rates.

Recommendations

1. The methods and relationships presented in the present study suggest that the development of a retention behavior model is feasible and useful, subject to measuring the pre- and postcommissioning factors listed above, tracking the officers to all warfare and staff specialties, and comparing the retention behaviors of accessions from both wartime (Vietnam) and peacetime periods.

2. Pending further developments on the model, no changes to present assignment procedures are recommended.

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INTRODUCTION

Problem and Background

Because of the low percentage of commissioned officers who remain in the Navy beyond their minimum active service obligation, it is becoming increasingly difficult for the Navy to meet its requirements for a stable, experienced career force. Analyses of occupational behavior and experiences have identified many factors that may influence retention and career decision processes, some of which may be operative in job rotation and assignment systems. Vroom and MacCrimmon (1968) suggest that the mobility of individuals within an organization (interpositional mobility, in their terms) may influence their decision to leave or remain with that organization, and that their behavior in a particular position may reflect a strategy for increasing the probability that subsequent positions will have higher status, authority, and remuneration.

One of the Navy's major occupational areas is the unrestricted line designator (11XX), from which the surface warfare designator (111X) is achieved. Although the Navy provides many opportunities and requirements for technical and managerial specialty-type jobs, the career progression of 111X officers must provide for experiences and job assignments that will qualify them to command ships and to direct complex naval operations at sea. For example, on their first sea tour, they must complete job assignments and assume responsibilities that will qualify them as: (1) Officer of the Deck Underway (OODU), (2) Junior Engineering Officer of the Watch, (3) Combat Information Center (CIC) Watch Officer, and (4) Division Officer in the Engineering, Weapons, or Operations Department.

Some Navy assignments provide better opportunities to achieve required qualifications than others. Thus, a junior officer who is about to complete his initial active duty obligation (which varies from 3 to 5 years, depending on commission source program) and who is seriously contemplating a Navy career, may well consider, before making a final decision, whether his initial assignment provided sufficient experience and qualifications to enable him to advance.

From the Navy's point of view, all required jobs must be filled with qualified personnel, regardless of their possible differences in career attractiveness. Because of the large differences in the cost and overall retention rate of different officer commission source programs, however, it may be desirable to assign those officers who are most likely to remain in the Navy to the most career-enhancing jobs. Regular commissioning sources provide most career officers, and reserve commissioning sources provide most noncareer officers. The latter serve for limited periods of active duty, particularly during wartime conditions when rapid force-level buildup is required (e.g., during the Vietnam period). Nonetheless, some regular officers resign from their commission, and some reserve officers stay (if their application is approved). Thus, officers from both sources must be given opportunities for career-enhancing assignments.

Purpose

Officials concerned with officer retention have identified a requirement to develop a "retention behavior model" that would be responsive to three major factors: (1) initial assignment patterns, (2) the individual officer's goals, and (3) the outside environment (labor market). Some data that pertained to factors 1 and 2 respectively were already available on the BUPERS Officer Master Tape.

The primary purpose of this study was to determine whether retention rates of surface warfare officers are related to different types of duty assignments or whether they simply reflect the different retention rates of the commission sources. A secondary purpose was to determine whether education major was related to retention.

METHOD

Sample

The data for the present study were obtained by searching officer history and attrition files maintained by the Bureau of Naval Personnel (BUPERS)¹ and extracting records for those personnel who:

1. Had an unrestricted line designator (11XX), from which the present surface line designator (111X) is obtained.

2. Had an active commission base date (ACBD) from 1966 through 1970.

3. Were commissioned from one of the following sources:

- a. Regular:²

- (1) Naval Academy (ACAD)--4 years minimum service requirement (MSR) incurred for 1966 and 1967 classes; 5 years thereafter.

- (2) Naval Reserve Officers Training Corps--Scholarship (NROTC-SCH) Program--4 years MSR.

- b. Reserve (3 years MSR):

- (1) Naval Reserve Officers Training Corps--College (NROTC-COL) Program.

- (2) Officer Candidate School (OCS).

- (3) Reserve Officer Candidate School (ROC) Program.

Records for the following types of officers were then discarded to obtain a final sample:

1. Officers in BUPERS loss codes that indicate low career potential (e.g., disability, disciplinary problems, revoked commission) or that preclude determination of career status (e.g., death, appointment in another service).

2. Officers who transferred to other military programs, or who requested augmentation but were disapproved.

3. Female line officers, since they were not eligible for sea-shore duty rotation at the time of data collection.

¹Officer History (Active) and Attrition Files of 30 June 1975, and Officer History (Active) Extract File of March 1976.

²There are two other regular sources--the Navy Enlisted Science and Engineering Program (NESEP) and the Limited Duty Officer (LDO) Program. Since officers retained through these sources are highly specialized and unique, they were not included in the present analysis.

4. Naval Academy graduates whose ACBD was 1970 since their career status could not be determined at the time of data collection.

5. Officers whose first duty assignment was in a submarine.

The final sample obtained from this procedure is characterized in Table 1. Officers were considered career or "retained" if their record remained in the active file at least 1-3/4 years beyond MSR. (Since the MSR varies among commission sources, the point at which career status was determined for the present sample ranged from 1-3/4 to 6-3/4 years beyond MSR.) As shown in Table 1, the percent retained ranges from 4.3 percent for OCS officers to 67.4 percent for ACAD graduates.

Development of Assignment and Education Categories

Many of the codes used in the BUPERS officer history files to provide information on individual officers are defined in the Officer Classification Manual (OCM) (NAVPERS 15839C). Part H of the OCM (see appendix) lists Ship and Station (S/S) and Type Command (TYCOM) codes, which are used to indicate officer assignment; and Part L, codes for the 98 major fields of study completed by officers.

S/S codes consist of a two-digit number and an alphabetical suffix. The digits are used to designate a broad category of ships or activities where an officer acquired his qualification or experience; and the suffix, a specific type of ship or activity within that category. For example, if an individual officer file includes the code 10B, it means that he was assigned to the broad category of carrier (10), and that the specific type within that category was an attack aircraft carrier (B). Other examples may be found in the appendix. TYCOM codes are used to identify the type command within which a ship or activity operates. For example, an aircraft carrier operates within "air forces"; and a destroyer escort vessel, within "amphibious forces."

To determine the relationship between first assignment and retention, records for sample members were scanned for S/S and TYCOM codes. Many of the S/S codes were not relevant to the 11XX designator or to officers on a first assignment; others identified too few sample members for adequate sample size. Thus, it was necessary to combine groups of similar assignment codes and to form fewer categories.

The three designs of assignment categories selected for analysis are presented in Table 2. The first, which consists of 27 duty-type categories, was developed by grouping types of commands that appeared to perform similar functions. The second, which consists of 43 unit-type categories, was developed by creating separate categories when many officers were assigned to a single SSC within a duty-type category. In both of these designs, each grouping had to represent at least 30 officers in the sample (from all commission sources). The third consists of the 10 TYCOM codes listed in Part H of OCM, plus a shore-support category.

The education major categories selected for analysis are presented in Table 3. They were developed by combining similar types of majors. To determine the relationship between education and retention, records for sample members were scanned to identify those majors that were completed by or prior to the officers' ACBD year. Majors that were earned through Navy-sponsored, post-commission, graduate study programs were not included in this analysis.

Analyses

1. The percentages of officers assigned to and retained in assignment categories for all commission sources were determined and rank ordered. Product-moment correlations among commission sources were calculated on these percentages.
2. The percentages of officers retained by education major were determined and rank ordered.
3. Chi-square tests of association were performed between assignment categories and retention, and between education major and retention.

Table 1

Sample Size and Percentage Retained by
Entry Year and Commission Source

Entry Year	Career Status ^b	All Sources N	All Sources %	Commission Source									
				Regular					Reserve				
				Naval Academy (ACAD) N	Naval Academy (ACAD) %	NROTC Scholarship N	NROTC Scholarship %	NROTC College N	NROTC College %	Officer Candidate School (OCS) N	Officer Candidate School (OCS) %	Reserve Officer Corps (ROC) N	Reserve Officer Corps (ROC) %
1966	Retained	320	11.5	130	57.0	66	25.3	8	4.1	93	4.8	23	15.6
	Separated	2455		98		195		189		1849		124	
	Total	2775		228		261		197		1942		147	
1967	Retained	287	10.8	115	72.8	63	40.9	15	9.9	71	3.8	23	7.0
	Separated	364		43		91		136		1790		304	
	Total	2651		158		154		151		1861		327	
1968	Retained	401	9.0	125	65.1	62	27.3	30	8.8	140	4.3	44	10.7
	Separated	4033		67		165		311		3121		369	
	Total	4434		192		227		341		3261		413	
1969	Retained	406	12.7	167	76.3	94	36.4	34	7.2	61	3.3	50	11.6
	Separated	2799		52		164		439		1764		380	
	Total	3205		219		258		473		1825		430	
1970	Retained	250	12.9	^c	--	122	40.5	48	7.3	45	6.5	35	12.3
	Separated	1688		^c	--	179		614		645		250	
	Total	1938		--		301		662		690		285	
Total	Retained	1664	11.1	537	67.4	407	33.9	135	7.4	410	4.3	175	10.9
	Separated	13339		260		794		1689		9169		1427	
Grand Total		15003		797		1201		1824		9579		1602	

Note. Sample size, N, represents 100 percent of the surface warfare officer (Designator 11XX series) community (with exceptions noted on p. 3). Officers who were commissioned in, or changed to, other designators (e.g., Air 13XX, Submarine 112X) were excluded from the analysis. Subsequent tables have slightly lower Ns due to missing data or elimination of officers assigned to student (vice duty) status.

^aDetermined by Active Commission Base Date (ACBD) entry on officer tape file.

^bOfficers were considered as career or "retained" if their record remained in the BUPERS active duty file for at least 1-3/4 years beyond their minimum service requirement.

^cExcluded because career status could not be determined at time of data acquisition.

Table 2
Officer Assignment Categories

No. ^a	Abbreviation	Title	S/S Codes Represented
By Duty-Type			
01	AIR-SQD/GP	Air-Squadron/Staff/Group	05, 08A, 09 (except AHK), 11, 14, 15
02	STAFF-FLT	Staff-Force/Fleet/Joint	08 (except ABX), 09AHK, 61E, 64, 71F
03	CV	Carrier	10
04	AE/AF/AK	Logistic Ship	16, 20, 28, 39, 51, 52
05	AMPHIB	Amphibious	17, 18
06	CRU-BAT	Cruiser-Battleship	19, 21, 22
07	DD/DL	Destroyer	23
08	DE ^b	Destroyer Escort	24
09	MNLAY ^c	Mine Warfare	29, 30, 31, 38, 75
10	PC-GUN	Gunboat	27, 37, 40, 45, 46
11	MNSWP	Minesweeper	32, 33, 34
12	TUG-AUX	Tug/Auxiliary/Merchant	25, 35, 53
13	RESC-SALV	Rescue-Salvage	42, 43
14	TEND-REP	Tender-Repair	36, 41, 47, 48, 49, 50, 88
15	ADVBASE	Advanced Base	54, 55
16	BASE/DEPOT	Bases and Depots	62, 65, 79, 87, 90
17	SYSCOM	Systems Command—R and D	56, 58, 70, 83, 85, 89, 92, 93, 94, 95, 96
18	AMMO	Ammo and Ordnance	60, 84
19	DIPLOM	Diplomatic	66, 6-A, 6-E
20	CB-SHIPYD	Construction	67, 81, 99, 71E
21	OCEANOG	Oceanographic	69
22	STAFF-AMPH/FMF	Staff-Amphibian and Fleet Marine	71 (except EF), 72
23	BUREAU	Bureau and Joint Activities	61 (except E), 68, 77, 78, 80, 82
24	INTELL	Intelligence	76
25	COMM-SECUR	Communications and Security	86
26	ED-TRA	Education and Training	08X, 91, 97, 98
27	AIR-STA/TRA	Air-Station/Training	08B, 57, 59
By Unit-Type			
01	AIR-SQD/GP	Air-Squadron/Staff/Group	05, 08A, 09 (except AHK), 11, 14, 15
02 } 03	CVAN	Carrier-Nuclear Propulsion	10C
03 }	CV	Carrier (all except nuclear)	10ABDEFGZ
04 } 05	AMPHIB	Amphibious (except LST)	17 (except M), 18
05 }	LST	Tank Landing Ship	17M

^aDuty-type categories from which unit-type categories were derived are indicated.

^bPresently designated FF--Frigate.

^cMinelayer ships are no longer in service; mine warfare (e.g., countermeasures) units are.

Table 2 (Continued)

No. ^a	Abbreviation	Title	S/S Codes Represented
By Unit-Type (Continued)			
06 } 06	CA/CL/BB	Cruisers (except Guided Missile) and Battleship	19, 21AZ, 22ABCZ
07 }	CG	Cruiser (Guided Missile)	21BCD, 22D
08	DD/DL	Destroyer (except Guided Missile and Radar)	23ABFZ
09 } 07	DD/DE-RAD	Destroyer (Radar)	23EC, 24C
10 } 6	DD/DL/DE-GUID	Destroyer (Guided Missile)	23DGH, 24D
11 } 08	DE ^b	Destroyer Escort (except Radar)	24ABZ
12 02	STAFF-JT/FLT	Staff-Joint/Fleet	08N, 09HK, 61E, 64
13	TEND-REP	Tender (except Destroyer) Repair	36, 41, 47, 48, 49, 50, 88
14 } 04	AE	Ammunition	16
15 }	AF/AK/AV	Cargo	20
16 }	AD	Destroyer Tender	39
17 }	AP/AH	Transport	28, 51, 52
18	MNSWP	Minesweeper	32, 33, 34
19	STAFF-AMPH/FMF	Staff-Amphibious and Fleet Marine	71 (except EF), 72
20	COMM-SECUR	Communications and Security	86
21	INTELL	Intelligence	76
22	DIPLOM	Diplomatic	66, 6-A, 6-E
23	OCEANOGRAPHIC	Oceanographic	69
24	AUX/MERCH	Auxiliary and Merchant	25, 35
25	TUG-O	Tug-Ocean	53
26	PC-GUN	Gunboat	27, 37, 40, 45, 46
27	MNLAY ^c	Mine Warfare	29, 30, 31, 38, 75
28	CB-SHIPYD	Construction	67, 71E, 81, 99
29	RESC-SALV	Rescue-Salvage	42, 43
30	ADVBASE	Advanced Base	54, 55
31	BASE/DEPOT	Bases and Depots	62, 65, 79, 87, 90
32	AMMO DEP	Ammunitions Depot	60
33	ORD RANGE	Ordnance Ranges	84
34	ED-TRA	Education and Training	08X, 91, 97, 98
35	R&D	Research and Development	89
36	SYS COM	Systems Command	56, 58, 70, 83, 85, 92, 93 94, 95, 96

^aDuty-type categories from which unit-type categories were derived are indicated.

^bPresently designated FF--Frigate.

^cMinelayer ships are no longer in service; mine warfare (e.g., countermeasures) units are.

Table 2 (Continued)

No. ^a	Abbreviation	Title	S/S Codes Represented
By Unit-Type (Continued)			
37	JT ACT	Army/Navy/Air Force Joint Activities	61 (except E)
38	GOVT AGENCY	Government Agencies	68
39	PERS	Personnel Activities	77, 78
40	NAV-DEPT/OP	Navy Department and Operations	80, 82
41 } 02	STAFF-F	Staff-Force	08EFHKMRTVY, 09A, 71F
42 }	STAFF-G(NA)	Staff-Group (Non-Air)	08CDGJLPQSUWZ
43	AIR-STA/TRA	Air Station/Training	08B, 57, 59
By Type-Command ^d			
01	SS	Shore Support	3, 8X, 55ABCDGHIJKMZ, 60, 61, 62, 66, 68, 69, 70, 73, 74, 76 through 86, 87ABCDGHIJKLPZ, 89 through 99
02	AIR	Air Forces	2, 5, 8ABCD, 9ABCDGHIJLMNPQRST, 10, 11, 12, 13, 14, 15, 48, 49, 54, 56, 57, 58, 59
03	AMPHIB	Amphibious Forces	7, 17, 18, 20D, 27FGH, 37C, 51B, 52, 71
04	CRU-DES	Cruiser-Destroyer	8EFGHJP, 19, 21, 22, 23, 24, 27ABCDEJZ, 36, 37ABZ, 40, 45, 46, 47
05	SUB	Submarine Forces	8T, 42, 50, 55EL, 87M
06	SERV	Service Forces	8RS, 16, 20ABCEFGHJKZ, 25ABCEGHJKLMNZ, 26, 28, 35, 39, 41, 43, 51CE, 53, 88
07	MINE	Mine Forces	8LM, 25F, 29 through 34, 38, 75
08	MAR CORPS	Marine Corps	72
09	CB	Construction Battalion	25D, 67
10	MSC	Sealift	20L, 51ADFGZ, 65
11	STAFF	Major Staffs	8KNQUVWYZ, 9HKZ, 64

^aDuty-type categories from which unit-type categories were derived are indicated.

^bPresently designated FF—Frigate.

^cMinelayer ships are no longer in service; mine warfare (e.g., countermeasures) units are.

^dThe numbers for the TYCOM categories in this table do not correspond to those in the appendix.

Table 3
Education Major Categories

No.	Abbreviation	Title	Major Code(s) Represented
01	AGRI/FSTRY	Agriculture and Forestry	1 through 8
02	BIOSCI	Biological Sciences	10 through 19
03	MEDSCI	Medical Sciences	20 through 33
04	PHYSCI	Physical Sciences	9, 34, 36, 37, 38, 39, 40, 42, 43, 44, 45, 46, 90
05	ENG	Engineering	47, 48, 50, 52 through 64, 66
06	NAVARCH	Naval Architecture	51
07	SOCSCI	Social Sciences	67, 68, 69, 71, 79, 89, 91, 92
08	BEHAVSCI	Behavioral Sciences (i.e., psychology, anthropology ethnology, archeology)	74, 75, 76
09	BUSADM	Business Administration	72, 73, 77, 78, 80, 81, 82, 83
10	EDUC	Education	84, 85
11	ARTS	Fine Arts	93
12	CRAFTS	Industrial and home- related crafts	70, 86
13	LANG	Languages	94, 95, 96
14	HUMANITIES	Humanities (i.e., law, philosophy, theology, journalism)	87, 88, 97, 98
15	ARCHITCT	Architecture (other than naval)	65
16	NAVSCI ^a	Naval Science	35, 41

^aCodes 35 and 41, which indicate the general curriculum at ACAD, were the only codes available on the Officer Master Tape (OMT) for 97 percent of the ACAD source in this study. The OMT now lists the specific major for more recent ACAD classes.

RESULTS

Assignment to Duty Categories

The number and percentage of sample members assigned to the 27 duty categories are provided in Table 4. As shown, overall, the largest percentages of officers were assigned to those categories most typical for surface warfare officers. That is, 26.2 percent were assigned to destroyers (07); 12.5 percent, to amphibious ships (05); 10.0 percent, to aircraft carriers (03); and 9.5 percent, to transport-type ships (04). The smallest proportions were assigned to mine warfare units (09), patrol vessels (10), diplomatic activities (19), intelligence (24), or aircraft squadrons (01).

A comparison of data for officers commissioned from the two regular sources shows that 83.4 percent of the Naval Academy (ACAD) graduates were assigned to the primary small combatants (DD/DL or DE--07 and 08), versus only 50.5 percent of the Naval Reserve Officers Training Corps--Scholarship (NROTC-SCH) graduates. Most of the remaining NROTC-SCH officers were assigned to large combatants (03 or 06) (18.7%), amphibious ships (05) (9.7%), bureau duty (23) (5.3%), or minesweepers (11) (4.7%).

A comparison of data for officers commissioned from the three reserve sources shows that the assignment distributions for Officer Candidate School (OCS) graduates and reserve officer candidates (ROCs) are quite similar--almost 25 percent of both groups were assigned to the primary small combatants; another 23 percent, to either logistic or amphibious ships (04 or 05); between 12 and 16 percent, to large combatants; and about 21 percent to shore support functions (15 through 27). Assignment category percentages for NROTC-College (COL) graduates are more similar to percentages for NROTC-SCH graduates than to those for the OCS graduates or ROCs.

Table 4 also provides the rank order of the percentages of officers assigned to the various duty categories. As shown, the rank order across commission sources appears to be quite consistent, with that for ACAD graduates being least consistent. When the percentages assigned to the 27 duty-type assignment categories were correlated with those of the various commission sources (see Table 5), the correlations were all very high.

When observing the absolute sizes of the various allocations (Table 4), however, it appears that the correlations are artificially high. That is, the allocation percentages for each source tends towards a two-point distribution. This is particularly noticeable for the ACAD, which has an allocation for one category--DD/DL--of 74.4 percent, and an allocation of zero or near zero for 22 of the remaining categories. Correlations between such similarly shaped distributions will be high but, in this case, the high correlation will be due mainly to the similarity between zero or small, unstable percentages. Further, although the correlations reflect a high similarity between the rank order of percentages assigned for sources, the absolute size of the highest percentage within each source varies substantially for the highest category--DD/DL: It ranges from about 20 percent for OCS graduates and ROCs to 74 percent for ACAD graduates.

Retention in Assignment Categories

The specific percentages retained by assignment category and commission source are presented in Table 6. For all commission sources combined, the duty-type assignment categories 07 (DD/DL) and 08 (DE) accounted for the highest retention--with each representing about 21 percent. About half of those officers were ACAD graduates. Although retention for some commission sources was highest in other categories, the sample sizes on which the percentages were calculated were frequently small and therefore unstable (e.g., the 40% retention for ROC category 19 (DIPLOM) was based on only 10 officers). Within the unit-type categories, category 10 (DD/DL/DE-GUID) had the highest retention rate--29.9 percent. Generally, for both duty-type and unit-type assignment categories, retention percentages appear to be highest in small combatant ships, medium in large combatant and support ships, and lowest in staff and supporting shore activities.

When the proportions retained among assignment categories were compared, all associations (i.e., chi square value), except for ACAD,³ were found to be significant at the .001 level (see Table 7). The findings of a predictive relationship were consistent, not only among the three assignments classification systems with all commission sources combined, but also among the separate commission sources. The duty-type category to which the highest proportion was assigned--07 (DD/DL)--accounted for the highest proportion retained. In general, retention was highest in the categories with the largest percentages of officers.

Although the absolute sizes of the retention percentages for specific categories varied among the commission sources, the ranks of the percentages shown in Table 6 are moderately to highly similar. Except for ACAD, the relationship of each commission source with the other four combined was moderately strong and significant (see Table 8).

The obtained values and significance of the retention relationships among the commission sources shown in Table 8 are not as high as those of the assignment relationships shown in Table 5. This finding may be attributable to two conditions. First, excluding from the calculations the categories with small Ns assigned probably restricted the range of the percentage values (e.g., for ACAD, only five duty-type categories remained). Second, because of the relatively very low retention base rate in some commission sources, calculations had to be based on very small Ns retained (i.e., in the numerator), which probably yielded unstable percentage values as the raw input data into the calculations. Nonetheless, the moderately high relationship among all commission sources (except ACAD) indicates that the highest proportion of each commission source retained generally falls into the same categories regardless of the disproportionate "mix" among the commission sources assigned.

³

The lack of significance for ACAD may be attributable to the finding that the proportion retained in each of the duty categories analyzed was similar to the proportion of the total retained. Thus, ACAD officers had a similar, relatively high retention rate in each of the duty categories to which they were assigned.

Finally, Table 9 provides a combined display of the percentages assigned and retained in each category.

Retention by Education Major

The overall ACAD retention rate is already very high, and is essentially represented on the Officer Master Tape by only a single, general curriculum--Naval Science. Thus, in determining the association of education major with retention, independent of commission source, the ACAD commission source was excluded.

Retention percentages among the 15 categories of education major for the other four commission sources are presented in Figure 1. As shown, they range from about 3 percent (ARCHITCT) to 11 percent (ARTS). Retention for the OCS source alone, as shown in Figure 2, ranged from 2 percent (ARCHITCT) to 9 percent (EDUC). The association between education major and retention was found to be highly significant for all commission sources (Table 10). As shown, the chi square value dropped substantially (from 1993.7 to 93.7) when the ACAD source was excluded from the analysis.

Table 4

Percentage of Officers Assigned to Duty Categories by Commission Source

No.	Category Abbreviation	Total (All Sources)				Regular				Reserve			
						Commission Source							
		N	%	Rank Order	ACAD %	N	Rank Order	N	%	N	Rank Order	N	%
01	AIR-SQD/GP	53	0.4	23	1	0.1	16.5	6	0.5	18	18	4	0.2
02	STAFF FLT	619	4.1	7	0	0.0	16.5	3	0.3	18	18	41	2.3
03	CV	1498	10.0	3	9	1.1	16.5	137	11.5	2	178	9.8	4
04	AE/AF/AK	1413	9.5	4	6	0.8	16.5	85	7.1	6	210	11.6	3
05	AMPHIB	1871	12.5	2	20	2.5	5	116	9.7	3	270	14.9	2
06	CEU-BAT	822	5.5	5	31	3.9	4	86	7.2	5	107	5.9	5
07	DD/DL	3916	26.2	1	592	74.4	1	492	41.2	1	614	33.8	1
08	DE	733	4.9	6	72	9.0	2	111	9.3	4	103	5.7	6
09	NNLAY	32	0.2	27	0	0.0	16.5	1	0.1	18	18	1	0.1
10	PC-GUN	50	0.3	25.5	7	0.9	16.5	2	0.2	18	18	2	0.1
11	NNSHP	531	3.6	8	54	6.8	3	56	4.7	8	47	2.6	7.5
12	TUG-AUX	409	2.7	10.5	1	0.1	16.5	8	0.7	18	18	47	2.6
13	RESC-SALV	108	0.7	20	0	0.0	16.5	1	0.1	18	18	12	0.7
14	TEND-REP	285	1.9	14	0	0.0	16.5	9	0.8	18	18	37	2.0
15	ADVBASE	84	0.6	21	0	0.0	16.5	0	0.0	18	18	3	0.2
16	BASE/DEPOT	168	1.1	16	0	0.0	16.5	2	0.2	18	18	16	0.9
17	SYSKOM	117	0.8	19	1	0.1	16.5	1	0.1	18	18	8	0.4
18	AMMO	153	1.0	17	0	0.0	16.5	2	0.2	18	18	4	0.2
19	DIPLDM	41	0.3	25.5	1	0.1	16.5	4	0.3	18	18	1	0.1
20	CB-SHIPYD	65	0.4	23	0	0.0	16.5	2	0.2	18	18	4	0.2
21	OCEANOG	215	1.4	15	0	0.0	16.5	1	0.1	18	18	9	0.5
22	STAFF-AMPH/FMF	309	2.1	13	0	0.0	16.5	1	0.1	18	18	4	0.2
23	BUREAU	403	2.7	10.5	0	0.0	16.5	63	5.3	7	23	1.3	13
24	INTELL	59	0.4	23	0	0.0	16.5	0	0.0	18	18	4	0.2
25	COMM-SECUR	469	3.1	9	0	0.0	16.5	0	0.0	18	18	4	0.2
26	ED-TRA	380	2.5	12	1	0.1	16.5	2	0.2	18	18	34	1.9
27	AIR-STA/TRA	127	0.9	18	0	0.0	16.5	4	0.3	18	18	4	0.2
	TOTAL	14930			796			1195				1814	
												9527	
												1598	

Note. Highest percentage assigned Rank 1. All categories with N < 10 were assigned the same (lowest) rank.

Table 5

Intercorrelations Among Commission Sources of Percentage
Allocated to Duty-Type Assignment Categories (N = 27)

	All Sources	Commission Source					
		Regular			Reserve		
		ACAD r	NROTC-SCL r	NROTC-COL r	OCS r	ROC r	
Total							
Corrected Total ^a		.838*	.952*	.990*	.981*	.968*	
		.788*	.937*	.986*	.918*	.963*	
ACAD			.933*	.865*	.719*	.717*	
NROTC-SCL				.961*	.882*	.860*	
NROTC-COL					.955*	.942*	
OCS						.983*	
ROC							
\bar{X}	3.696	3.700	3.719	3.707	3.711	3.707	
SD	5.525	14.301	8.300	7.135	4.673	4.611	

Note. The raw data from which the correlations were calculated are the percentage-allocated values for each of the 27 duty-type assignment categories. Each coefficient displayed was calculated on 25 (i.e., n-2) degrees of freedom.

^aThe spuriously high source-total correlation values were corrected by excluding the data from the commission source being correlated (e.g., OCS is correlated with the total of the other four commission sources).

*p ≤ .001.

Table 6

Percentage of Officers Retained by Assignment Category and Commission Source

No. Category Abbreviation			Total (All Sources)										Regular										Reserve										Commission Source																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
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Note. Highest retention percentage within each commission source assigned Rank 1. Due to the instability of percentages calculated from small samples, categories with N < 10 assigned were not ranked.

Table 6 (Continued)

No. Abbreviation		Category		Total (All Sources)										Commission Source											
				Regular					Reserve					ROC											
				ACAD		NROTC-SCL			NROTC-COL			OCS		Total		Total		Total							
				Total Assign	Retained	N	%	Rank Order	Total Assign	Retained	N	%	Rank Order	Total Assign	Retained	N	%	Rank Order	Total Assign	Retained	N	%	Rank Order		
Unit-Type																									
01	AIR-SQD/GP	53	4	7.5	16	1	1	100.0	--	6	2	33.3	--	4	0	0	--	34	1	2.9	22	8	0	0	--
02	CVAN	75	12	16.0	7	3	3	100.0	--	14	6	42.9	4	14	1	7.1	12	43	2	4.7	16	1	0	0	--
03	CV	1423	92	6.4	20	6	4	66.7	--	123	40	32.5	9	164	4	2.4	20	992	31	3.1	21	138	13	9.4	20
04	AMPHIB	1207	89	7.4	17	14	8	57.1	4	62	16	25.8	11	188	6	3.2	19	801	40	5.0	13.5	142	19	13.4	12
05	LST	664	61	9.2	12	6	5	83.3	--	54	15	27.8	10	82	5	6.1	14	443	26	5.9	11	79	10	12.7	13
06	CA/CL/BB	299	23	7.7	15	9	7	77.8	--	25	6	24.0	13	37	2	5.4	15.5	204	5	2.5	23.5	24	3	12.5	14.5
07	CG	523	59	11.3	9	22	12	54.5	5	61	20	32.8	8	70	8	11.4	6	326	11	3.4	20	44	8	18.2	4.5
08	DD/DL	3246	633	19.5	3	435	297	68.3	2	386	146	37.8	5	534	54	10.2	8	1636	104	6.4	7	255	32	12.5	14.5
09	DD/DE-RAD	209	26	12.4	8	8	6	75.0	--	20	4	20.0	14	27	4	14.8	3	134	10	7.5	3	20	2	10.0	18.5
10	DD/DL/DE-GUID	703	210	29.9	1	164	120	73.2	1	113	51	45.1	2	85	10	11.8	5	277	20	7.2	5	64	9	14.1	11
11	DE	491	110	22.4	2	57	36	63.2	3	84	37	44.0	3	71	11	15.5	2	222	14	6.3	8	57	12	21.1	2
12	STAFF-JT/FLT	246	5	2.0	31	0	--	--	--	0	--	--	--	13	0	0	23.5	206	4	1.9	27.5	27	1	3.7	22
13	TEND-REP	285	12	4.2	25.5	0	--	--	--	9	1	11.1	--	37	2	5.4	15.5	208	8	3.8	18	31	1	3.2	23
14	AE	262	15	5.7	22.5	1	1	100.0	--	15	5	33.3	7	46	1	2.2	21	161	2	1.2	32	39	6	15.4	10
15	AF/AK/AV	359	29	8.1	14	2	1	50.0	--	23	8	34.8	6	58	3	5.2	17	251	13	5.2	12	25	4	16.0	7
16	AD	582	48	8.2	13	3	1	33.3	--	35	9	25.7	12	91	7	7.7	11	377	19	5.0	13.5	76	12	15.8	8
17	AP/AH	210	12	5.7	22.5	0	--	--	--	12	1	8.3	15	15	3	20.0	1	161	4	2.5	23.5	22	4	18.2	4.5
18	MNSWP	531	87	16.4	6	54	29	53.7	6	56	27	48.2	1	47	5	10.6	7	318	21	6.6	6	56	5	8.9	21
19	STAFF-AMPH/FMF	309	20	6.5	19	0	--	--	--	1	0	0	--	27	1	3.7	18	233	14	6.0	10	48	5	10.4	17
20	COMM-SECUR	469	8	1.7	33.5	0	--	--	--	0	--	--	--	4	0	0	--	363	5	1.4	31	102	3	2.9	24
21	INTEL	59	0	0	41	0	--	--	--	0	--	--	--	4	0	0	--	51	0	0	38.5	4	0	0	--
22	DIPLOM	41	7	17.1	5	1	0	0	--	4	3	75.0	--	1	0	0	--	25	0	0	38.5	10	4	40.0	1
23	OCEANOGRAPHY	215	8	3.7	27	0	--	--	--	1	0	0	--	4	0	0	--	178	3	1.7	30	32	5	15.6	9
24	AUX/MERCH	260	25	9.6	11	1	0	0	--	8	3	37.5	--	31	2	6.5	13	194	15	7.7	2	26	5	19.2	3
25	TUG-O	149	10	6.7	18	0	--	--	--	0	--	--	--	16	2	12.5	4	103	5	4.9	15	30	3	10.0	18.5

Note. Highest retention percentage within each commission source assigned Rank 1. Due to the instability of percentages calculated from small samples, categories with $n < 10$ assigned were not ranked.

Table 6 (Continued)

		Commission Source																									
		Regular						Reserve																			
		Total (All Sources)			ACAD			NROTC-SCL			NROTC-COL			OCS			ROC										
		Total	Retained	Assign	Total	Retained	Assign	Total	Retained	Assign	Total	Retained	Assign	Total	Retained	Assign	Total	Retained	Assign								
		N	Z	Rank	N	Z	Rank	N	Z	Rank	N	Z	Rank	N	Z	Rank	N	Z	Rank								
		Order		Order	Order		Order	Order		Order	Order		Order	Order		Order	Order		Order								
		Unit-Type (Continued)																									
No.	Category	Abbreviation	Total	Retained	Assign	N	Z	Rank	Order	Total	Retained	Assign	N	Z	Rank	Order	Total	Retained	Assign	N	Z	Rank	Order				
26	PC-GUN		50	9	18.0	4	7	5	71.4	--	2	1	50.0	--	2	0	0	0	0	33	2	6.1	9	6	1	16.7	--
27	MLAY		32	2	6.3	21	0	--	--	--	1	0	0	--	1	0	0	--	27	2	7.4	4	3	0	0	--	
28	CB-SHIPYD		65	0	0	41	0	--	--	--	2	0	0	--	9	0	0	--	43	0	0	38.5	11	0	0	27.5	
29	RESC-SALV		108	12	11.1	10	0	--	--	--	1	0	0	--	12	1	8.3	10	77	8	10.4	1	18	3	16.7	6	
30	ADVBASE		84	4	4.8	24	0	--	--	--	0	--	--	--	3	0	0	--	75	3	4.0	17	6	1	16.7	--	
31	BASE/DEPOT		168	4	2.4	29.5	0	--	--	--	2	0	0	--	16	0	0	23.5	123	1	0.8	33	27	3	11.1	16	
32	AMMO DEP		113	4	3.5	28	0	--	--	--	2	2	100.0	--	2	0	0	--	104	2	1.9	27.5	5	0	0	--	
33	ORD RANGE		40	0	0	41	0	--	--	--	0	--	--	--	2	0	0	--	32	0	0	38.5	6	0	0	--	
34	ED TRA		380	6	1.6	35.5	1	0	0	--	2	0	0	--	34	0	0	23.5	301	6	2.0	25.5	42	0	0	27.5	
35	R&D		60	1	1.7	33.5	1	1	100.0	--	0	--	--	--	1	0	0	--	50	0	0	38.5	8	0	0	--	
36	SYSCOM		57	0	0	41	0	--	--	--	1	0	0	--	7	0	0	--	45	0	0	38.5	4	0	0	--	
37	JT ACT		66	1	1.5	37	0	--	--	--	0	--	--	--	6	0	0	--	56	1	1.8	29	4	0	0	--	
38	GOVT AGENCY		128	0	0	41	0	--	--	--	59	0	0	16	12	0	0	23.5	55	0	0	38.5	2	0	0	--	
39	PERS		52	1	1.9	32	0	--	--	--	1	0	0	--	2	0	0	--	43	0	0	38.5	6	1	16.7	--	
40	NAV-DEPT/OP		157	1	0.6	38	0	--	--	--	3	1	33.3	--	3	0	0	--	130	0	0	38.5	21	0	0	27.5	
41	STAFF-F		167	7	4.2	25.5	0	--	--	--	2	1	50.0	--	6	1	16.7	--	138	5	3.6	19	21	0	0	27.5	
42	STAFF-G(NA)		206	5	2.4	29.5	0	--	--	--	1	0	0	--	22	2	9.1	9	151	3	2.0	25.5	32	0	0	27.5	
43	AIR-STA/TRA		127	2	1.6	35.5	0	--	--	--	4	2	50.0	--	4	0	0	--	103	0	0	38.5	16	0	0	27.5	
TOTAL		14930	1664	11.1	796	537	67.4	1195	407	34.1	1814	135	7.4	9527	410	4.3	1598	175	11.0								

Note. Highest retention percentage within each commission source assigned Rank 1. Due to the instability of percentages calculated from small samples, categories with N < 10 assigned were not ranked.

Table 6 (Continued)

		Commission Source															
		Regular								Reserve							
		Total (All Sources)				ACAD				NROTC-SCL				NROTC-COL			
		Total	Assign	Retained	Order	Total	Assign	Retained	Order	Total	Assign	Retained	Order	Total	Assign	Retained	Order
No.	Abbreviation	N	%	Rank	Order	N	%	Rank	Order	N	%	Rank	Order	N	%	Rank	Order
Type-Command																	
01	SS	2079	46	2.2	8	3	1	33.3	--	76	6	7.9	6	97	0	0	6.5
02	AIR	1854	112	6.0	6	10	8	80.0	1	148	50	33.8	3	213	6	2.8	5
03	AMPHIB	2427	189	7.8	3	20	13	65.0	3	135	35	25.9	5	318	15	4.7	4
04	CRUDES	5711	1080	18.9	1	702	483	68.8	2	695	266	38.3	2	848	93	11.0	1
05	SUB ^c	45	3	6.7	5	0	--	--	--	2	0	0	--	2	1	50.0	--
06	SERV	1840	135	7.3	4	7	3	42.9	--	78	22	28.2	4	263	15	5.7	3
07	MINE	582	89	15.3	2	54	29	53.7	4	58	27	46.6	1	50	5	10.0	2
08	MARCORP	9	1	11.1	--	0	--	--	--	0	--	--	--	3	0	0	--
09	CB	37	0	0	9	0	--	--	--	1	0	0	--	4	0	0	--
10	MSC	9	0	0	--	0	--	--	--	0	--	--	--	0	--	--	--
11	STAFF	337	9	2.7	7	0	--	--	--	2	1	50.0	--	16	0	0	6.5
TOTAL		14930	1664	11.1		796	537	67.5		1195	407	34.1		1814	135	7.4	
														9527	410	4.3	
																1598	175
																11.0	

Note. Highest retention percentage within each commission source assigned Rank 1. Due to the instability of percentages calculated from small samples, categories with N < 10 assigned were not ranked.

Table 7
Significance Tests of Association Between
Assignment Category and Retention

	Commission Source ^a							
	All Sources			ACAD	NROTC- SCL	NROTC- COL	OCS	ROC
	Duty Type	Unit Type	Type Command					
df	26	42	8	4	7	13	26	21
χ^2	816.7*	910.3*	658.1*	6.2 ^b	47.8*	35.8*	103.7*	53.4*

Note. Assignment categories with an expected value less than 1.0 or with a frequency of less than 10 were not included in the χ^2 tests.

^aThe χ^2 test calculated separately for each commission source is based on the duty-type categories only.

^bNS ($p = .18$). Probability calculated according to $p(\chi^2) = \sum_{x=0}^{x'-1} \frac{e^{-m} m^x}{x!}$ where

$m = 1/2\chi^2$ and $x' = 1/2n$ (n --degrees of freedom) (Beyer, W. H. (Ed.). Handbook of Tables for Probability and Statistics. Cleveland, OH: Chemical Rubber Co., 1966, p. 233).

* $p \leq .001$.

Table 8
Intercorrelations Among Commission Sources of Retention
Percentages for Assignment Categories

		Commission Source									
		Regular						Reserve			
		ACAD		NROTC-SCL		NROTC-COL		OCS		ROC	
Category	Total (All Sources)	r	df	r	df	r	df	r	df	r	df
Duty-Type (N = 27)											
Total		.318	3	.834**	6	.850***	13	.615***	25	.694***	20
Corrected Total ^a		.221	3	.778*	6	.824***	13	.336*	25	.496**	20
ACAD				-.360	3	.156	3	.117	3	.628	3
NROTC-SCL						.766**	6	.877**	6	.519 ^b	6
NROTC-COL								.632**	13	.584**	13
OCS										.278 ^b	20
ROC											
\bar{X}	7.126	63.480		30.975		6.220		3.426		9.682	
SD	6.413	6.284		14.007		4.626		2.847		9.447	
N ^b	27	5		8		15		27		22	
Unit-Type (N = 43)											
Total		.826*	4	.751***	14	.563**	23	.670***	41	.571***	28
Corrected Total ^a		.645 ^b	4	.652**	14	.509**	23	.444**	41	.412*	28
ACAD				.302	4	.294	4	.643 ^b	4	.091	4
NROTC-SCL						.120	14	.601**	14	-.075	12
NROTC-COL								.460**	23	.443*	21
OCS										.219	28
ROC											
\bar{X}	7.137	61.650		30.188		7.168		3.321		11.033	
SD	6.834	7.921		13.109		5.318		2.770		8.656	
N ^b	43	6		16		25		43		30	

Notes.

1. The raw data from which the correlations were calculated are the percentage retained values for each of the assignment categories.

2. df = number of assignment categories minus two. Only those categories with at least 10 officers assigned entered the calculation of the correlation coefficients for each pair of commission sources.

^aThe spuriously high source-total correlation values were corrected by excluding the data from the commission source being correlated (e.g., OCS is correlated with the total of the other four commission sources).

^bIndicates the N of categories, not the N of officers in the sample. Because of instability, categories with less than 10 officers assigned were excluded from the analysis.

^ap < .10.
*p < .05.
**p < .01.
***p < .001.

Table 9

Percentage of Officers Assigned and Retained By Duty-Type
Assignment Categories and Commission Source

Category		All Sources		ACAD		NROTC-SCL		NROTC-COL		OCS		ROC	
No.	Abbreviation	RET	TOT ASG	RET	TOT ASG	RET	TOT ASG	RET	TOT ASG	RET	TOT ASG	RET	TOT ASG
01	AIR-SQD/GP	N 4 %A 7.5 %T 0.2	53 0.4	1 100.0 0.2	1 0.1	2 33.3 0.5	6 0.5	0 0 0	4 0.2	1 2.9 0.2	34 0.4	0 0 0	8 0.5
02	STAFF FLT	N 17 %A 2.7 %T 1.0	619 4.1	-- -- --	0 --	1 33.3 0.2	3 0.3	3 7.3 2.2	41 2.3	12 2.4 2.9	495 5.2	1 1.3 0.6	80 5.0
03	CV	N 104 %A 6.9 %T 6.3	1498 10.0	7 77.8 1.3	9 1.1	46 33.6 11.3	137 11.5	5 2.8 3.7	178 9.8	33 3.2 8.0	1035 10.9	13 9.4 7.4	139 8.7
04	AE/AF/AK	N 104 %A 7.4 %T 6.3	1413 9.5	3 50.0 0.6	6 0.8	23 27.1 5.7	85 7.1	14 6.7 10.4	210 11.6	38 4.0 9.3	950 10.0	26 16.0 14.9	162 10.1
05	AMPHIB	N 150 %A 8.0 %T 9.0	1871 12.5	13 65.0 2.4	20 2.5	31 26.7 7.6	116 9.7	11 4.1 8.1	270 14.9	66 5.3 16.1	1244 13.1	29 13.1 16.6	221 13.8
06	CRU-BAT	N 82 %A 10.1 %T 4.9	822 5.5	19 61.3 3.5	31 3.9	26 30.2 6.4	86 7.2	10 9.3 7.4	107 5.9	16 3.0 3.9	530 5.6	11 16.2 6.3	68 4.3
07	DD/DL	N 829 %A 21.2 %T 49.8	3916 26.2	410 69.3 76.4	592 74.4	192 39.0 47.2	492 41.2	62 10.1 45.9	614 33.8	125 6.6 30.5	1905 20.0	40 12.8 22.9	313 19.6
08	DE	N 150 %A 20.5 %T 9.0	733 4.9	49 68.1 9.1	72 9.0	46 41.4 11.3	111 9.3	17 16.5 12.6	103 5.7	23 6.3 5.6	364 3.8	15 18.1 8.6	83 5.2
09	MNLY	N 2 %A 6.3 %T 0.1	32 0.2	-- -- --	0 --	0 0 0	1 0.1	0 0 0	1 0.1	2 7.4 0.5	27 0.3	0 0 0	3 0.2
10	PC-GUN	N 9 %A 18.0 %T 0.5	50 0.3	5 71.4 0.9	7 0.9	1 50.0 0.2	2 0.2	0 0 0	2 0.1	2 6.1 0.5	33 0.3	1 16.7 0.6	6 0.4
11	MNSWP	N 87 %A 16.4 %T 5.2	531 3.6	29 53.7 5.4	54 6.8	27 48.2 6.6	56 4.7	5 10.6 3.7	47 2.6	21 6.6 5.1	318 3.3	5 8.9 2.9	56 3.5
12	TUG-AUX	N 35 %A 8.6 %T 2.1	409 2.7	0 0 0	1 0.1	3 37.5 0.7	8 0.7	4 8.5 3.0	47 2.6	20 6.7 4.9	297 3.1	8 14.3 4.6	56 3.5
13	RESC-SALV	N 12 %A 11.1 %T 0.7	108 0.7	-- -- --	0 --	0 0 0	1 0.1	1 8.3 0.7	12 0.7	8 10.4 2.0	77 0.8	3 16.7 1.7	18 1.1
14	TEND-REP	N 12 %A 4.2 %T 0.7	285 1.9	-- -- --	0 --	1 11.1 0.2	9 0.8	2 5.4 1.5	37 2.0	8 3.8 2.0	208 2.2	1 3.2 0.6	31 1.9
15	ADVBASE	N 4 %A 4.8 %T 0.2	84 0.6	-- -- --	0 --	-- -- --	0 --	0 0 0	3 0.2	3 4.0 0.7	75 0.8	1 16.7 0.6	6 0.4
16	BASE/DEPOT	N 4 %A 2.4 %T 0.2	168 1.1	-- -- --	0 --	0 0 0	2 0.2	0 0 0	16 0.9	1 0.8 0.2	123 1.3	3 11.1 1.7	27 1.7
17	SYSCOM	N 1 %A 0.9 %T 0.1	117 0.8	1 100.0 0.2	1 0.1	0 0 0	1 0.1	0 0 0	8 0.4	0 0 0	95 1.0	0 0 0	12 0.8
18	AMMO	N 4 %A 2.6 %T 0.2	153 1.0	-- -- --	0 --	2 100.0 0.5	2 0.2	0 0 0	4 0.2	2 1.5 0.5	136 1.4	0 0 0	11 0.7
19	DIPLOM	N 7 %A 17.1 %T 0.4	41 0.3	0 0 0	1 0.1	3 75.0 0.7	4 0.3	0 0 0	1 0.1	0 0 0	25 0.3	4 40.0 2.3	10 0.6

Table 9 (Continued)

No.	Category	Abbreviation	All Sources		ACAD		NROTC-SCL		NROTC-COL		OCS		ROC	
			RET	TOT ASG	RET	TOT ASG	RET	TOT ASG	RET	TOT ASG	RET	TOT ASG	RET	TOT ASG
20	CB-SHIPYD	N	0	65	--	0	0	2	0	9	0	43	0	11
		%A	0	0.4	--	--	0	0.2	0	0.5	0	0.5	0	0.7
		%T	0		--		0		0		0		0	
21	OCEANOG	N	8	215	--	0	0	1	0	4	3	178	5	32
		%A	3.7	1.4	--	--	0	0.1	0	0.2	1.7	1.9	15.6	2.0
		%T	0.5		--		0		0		0.7		2.9	
22	STAFF-AMPH/FMF	N	20	309	--	0	0	1	1	27	14	233	5	48
		%A	6.5	2.1	--	--	0	0.1	3.7	1.5	6.0	2.4	10.4	3.0
		%T	1.2		--		0		0.7		3.4		2.9	
23	BUREAU	N	3	403	--	0	1	63	0	23	1	284	1	33
		%A	0.7	2.7	--	--	1.6	5.3	0	1.3	0.4	3.0	3.0	2.1
		%T	0.2		--		0.2		0		0.2		0.6	
24	INTELL	N	0	59	--	0	--	0	0	4	0	51	0	4
		%A	0	0.4	--	--	--	--	0	0.2	0	0.5	0	0.3
		%T	0		--		--		0		0		0	
25	COMM-SECUR	N	8	469	--	0	--	0	0	4	5	363	3	102
		%A	1.7	3.1	--	--	--	--	0	0.2	1.4	3.8	2.9	6.4
		%T	0.5		--		--		0		1.2		1.7	
26	ED-TRA	N	6	380	0	1	0	2	0	34	6	301	0	42
		%A	1.6	2.5	0	0.1	0	0.2	0	1.9	2.0	3.2	0	2.6
		%T	0.4		0		0		0		1.5		0	
27	AIR-STA/TRA	N	2	127	--	0	2	4	0	4	0	103	0	16
		%A	1.6	0.9	--	--	50.0	0.3	0	0.2	0	1.1	0	1.0
		%T	0.1		--		0.5		0		0		0	
TOTAL		N	1664	14930	537	796	407	1195	135	1814	410	9527	175	1598
		%	11.1		67.5		34.1		7.4		4.3		11.0	

Note. %A--Percentage of assigned RET--Retained
 %T--Percentage of Total TOT ASG--Total Assigned

Example from category 01 (AIR-SQD/GP) for OCS source: The one (1) officer retained represents 2.9 percent of 34 officers assigned to the category and 0.2 percent of all OCS officers retained (N = 410). The 34 officers assigned to the category represent 0.4 percent of all OCS officers (N = 9527).

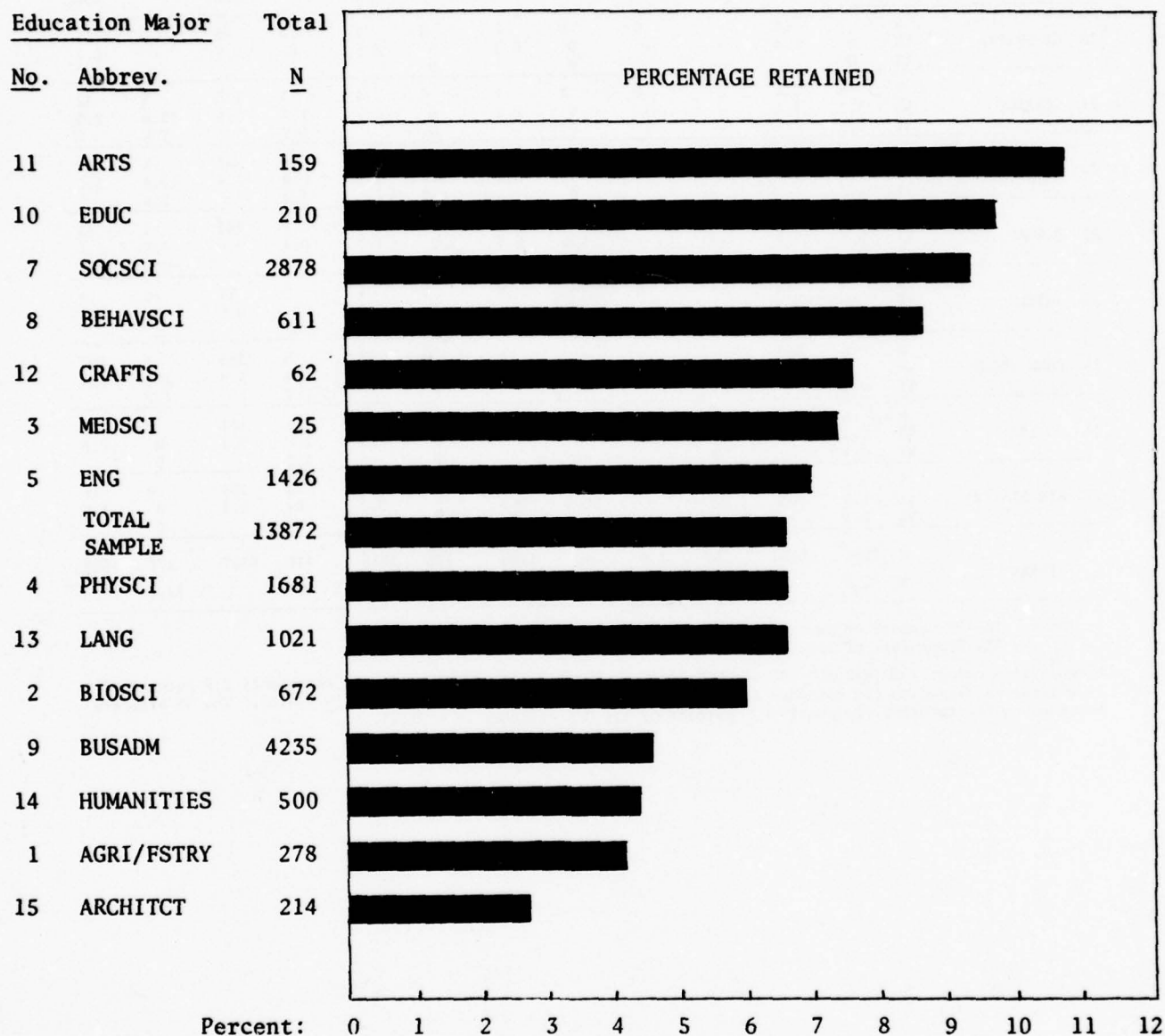


Figure 1. Retention percentages by education major for all commission sources less ACAD combined. (Due to the instability of percentages calculated from small samples, majors represented by $N < 10$ were excluded from the analysis.)

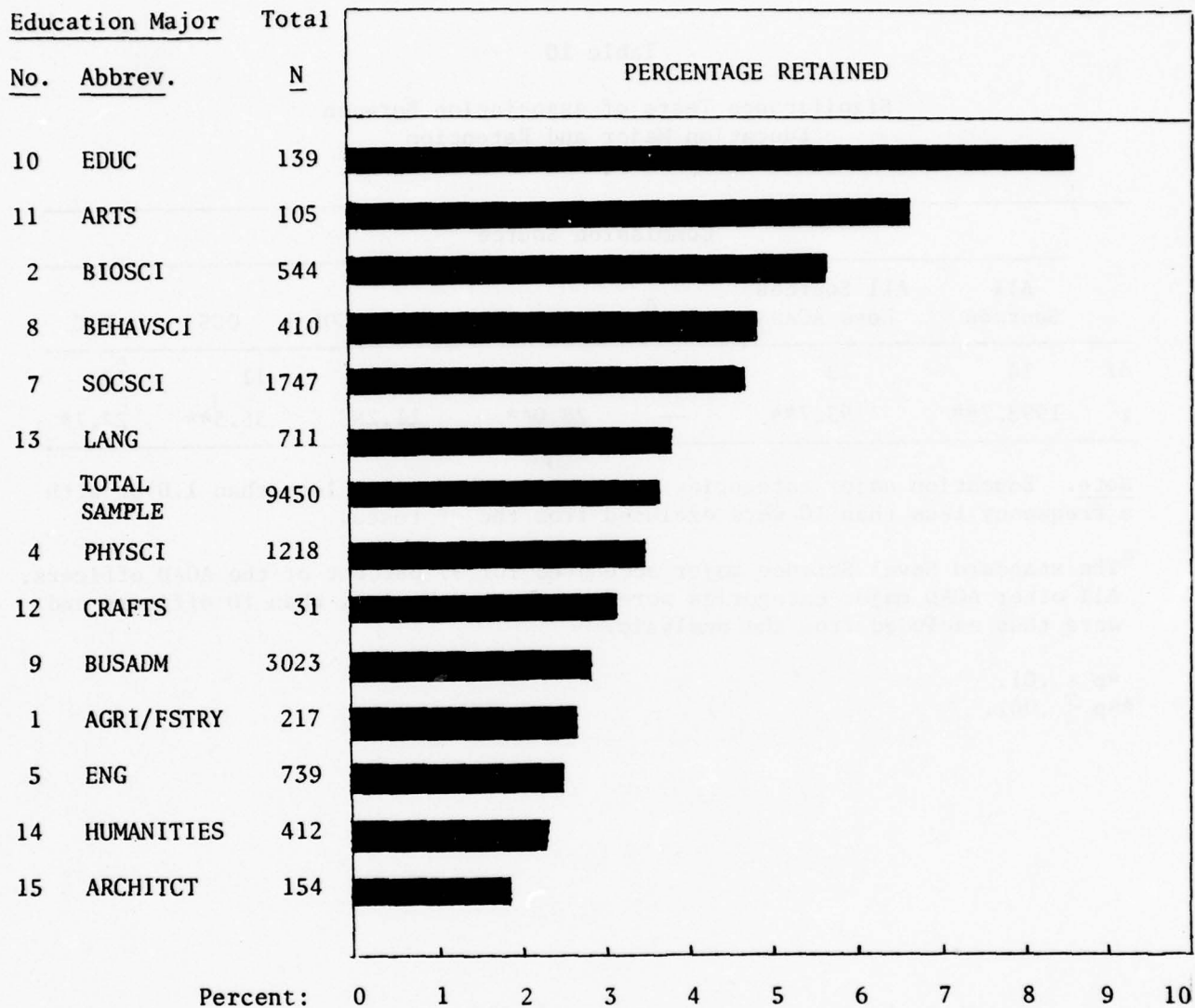


Figure 2. Retention percentages by education major for OCS commission source.
 (Due to the instability of percentages calculated from small samples,
 majors represented by $N < 10$ were excluded from the analysis.)

Table 10
Significance Tests of Association Between
Education Major and Retention

	Commission Source						
	All Sources	All Sources Less ACAD	ACAD ^a	NROTC-SCL	NROTC-COL	OCS	ROC
df	14	13	--	7	11	11	12
χ^2	1993.7**	93.7**	--	28.0**	11.2NS	36.5**	27.7*

Note. Education major categories with an expected value less than 1.0 or with a frequency less than 10 were excluded from the χ^2 tests.

^aThe standard Naval Science major accounted for 97 percent of the ACAD officers. All other ACAD major categories were represented by less than 10 officers and were thus excluded from the analysis.

*p < .01.

**p < .001.

DISCUSSION AND CONCLUSIONS

The finding that retention is higher for deploying-type units (ships) and lower for stations, staffs, and bureaus seems to contradict results of previous studies (e.g., Muldrow, 1971) in which family separation and extended deployment were identified as factors most negatively related to retention. This does not mean, however, that the career officer considers family separation any less negatively than does the noncareer officer. In a study of junior naval aviators and flight officers, 31 percent of the career officers indicated that they felt family separation was the factor that most negatively affected a Navy career, compared to 35 percent of the noncareer officers (Robertson, 1966). Thus, it appears that other factors exist that compensate for family separation. Career officers may, for example, tolerate family separation to achieve the necessary shipboard professional qualifications.

The usefulness of education major in predicting retention may depend on the way that such majors are categorized. For example, in Part L of the Officer Classification Manual, the broad category of "General Social Science" includes both "Education," which is one of the highest retention categories, and "Business Administration," "Language," and "Humanities," which are some of the lowest (see Figures 1 and 2). Thus, for retention-related purposes, it appears that special categories, other than those used for management personnel accounting, should be developed.

In regard to education major, it should be noted that the retention behavior of officers who major in a particular academic field to acquire teaching skills or credentials is likely to differ from the behavior of those with other purposes in mind. Also, retention may be influenced by the relative availability of jobs in the civilian labor market. For example, at the time of this study, there may have been more job opportunities for Business Administration majors than for Education majors. More study is required with respect to this issue.

When retention results are monitored at the type-command or force level, those TYCOMs with relatively low retention might be assumed to be deficient in their retention efforts. However, since retention differs substantially among the commission sources, TYCOM accountability should be based on the proportion of officers each TYCOM receives from each source.

The prediction of retention behavior, and subsequent development of alternative allocation and selection strategies to increase retention, will probably require data for several subfactors within two of the three major factors of interest to management--assignment patterns and officers' goals. In addition to the two factors analyzed in this study (and for which data were already available on the OMT), it is suggested that pre-and postcommissioning factors affecting retention be identified and measured. Pre-commissioning factors (in the educational or training program) would include: (1) grades and class standing, (2) attrition within education major, (3) the individual's expressed preferences for the first assignment compared with the recommendations of the Initial Assignment Counselor (IAC), (4) information provided by the detailee (via the IAC) as to the relative availability and desirability of various jobs, and (5) the relative cost of the

various commissioning sources. In regard to retention within education major, the results displayed in Figure 1 might suggest a requirement to increase the proportion of students majoring in, for example, the behavioral/social sciences and decrease the proportion of those majoring in the engineering/physical sciences or business administration. However, if precommissioning attrition is lower in the latter major, such action may not be indicated (especially for Navy funded training). Conversely, higher attrition in the latter major would, of course, lend further support for reallocation decisions.

Postcommissioning factors would include: (1) The identification of the initial assignments in which the opportunity to achieve specified qualifications for professional development is highest (or lowest), (2) optimal (for retention) duration of the first assignment, (3) the relationship between the first and second assignments, (4) evaluated performance on the job, and (5) the interaction between the officer and the detailer. Since a knowledge of the interrelationships, both within and across the pre- and postcommissioning factors (e.g., between education major and performance on the job) may be essential for the development of an effective assignment strategy, special measurement techniques may have to be developed to determine such interrelationships.

Since ACAD retention is already quite high, the investigation of alternative strategies should probably be directed primarily toward the other commission sources. It is, of course, essential that the alternative assignment strategies developed be evaluated on personnel ratios present under various conditions--both wartime and peacetime. For example, in the mid 60s, which was characterized by the high military force levels needed for Vietnam operations, the ratio of regular:reserve inputs to the commission sources was about 1:2. At the present time, which is characterized by low peacetime force levels, the ratio of regular:reserve inputs has reversed--to 2:1. The number of inputs to the two regular sources is about the same, but the number of inputs to the reserve sources has decreased substantially. The motivations of individuals who voluntarily enter the reserve sources during peacetime (i.e., under no pressure to "avoid the draft") may produce increased proportions of reserve officers who desire to apply for augmentation to a regular commission. One finding that is quite clear from this study is that, regardless of regular or reserve source, the same assignment categories produce the highest retention for both types of sources. If more career officers are required from the reserve sources to augment the numbers retained from the regular sources, it appears essential to increase the opportunity for the reserve officers to be assigned to duty categories in which professional qualifications can best be achieved.

In a study of officer procurement, retention, and achievement (OPRA) (Kleinman & Goudreau, 1977), it has been demonstrated, subject to certain assumptions and constraints, that the NROTC-SCH and OCS sources are cost-effective for producing a substantial proportion of total regular officer requirements, and that high ACAD retention may be more important for the submarine warfare community. One of the assumptions was that relative retention rates among the sources would not change. If it could be demonstrated that an alternative assignment strategy would increase retention for NROTC-SCH and OCS, the cost effectiveness of these two sources could be further improved.

Personnel employed by the Navy (and other military services) in technical and professional occupations comprise a substantial proportion of the total labor market (Haber, 1974). The military and civilian sectors compete for these skills of increased demand and limited supply. Many of these skills are reflected in the educational majors of Figure 1 with the lower retention rates. It is important either to validate the requirements for certain education majors with low retention, or to concentrate on those with high retention as the best potential source for career officers.

The officials concerned with officer retention requested that the present study be directed only to the surface warfare officer community. The OPRA study, however, impressively demonstrates the importance of tracking officers from the various commission sources to all warfare (and staff) specialties, since some sources differentially support some specialties (e.g., ACAD for the submarine community) (Kleinman & Goudreau, 1977).

RECOMMENDATIONS

1. The methods and relationships presented in the present study suggest that the development of a retention behavior model is feasible and useful, subject to (1) measuring the pre- and postcommissioning factors described, tracking the officers to all warfare and staff specialties, and comparing the retention behaviors of accessions from both wartime (Vietnam) and peacetime periods.

2. Pending further developments on the model, no changes to present assignment procedures are recommended.

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APPENDIX

SHIP AND STATION CODES AND TYPE
COMMANDER (TYCOM) CODES

PART H

Ship and Station Codes and Type Commander (TYCOM) Codes

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PART H

SHIP AND STATION CODES

and

TYPE COMMANDER (TYCOM) CODES

1. SHIP AND STATION CODES

a. Ship and Station codes are used in conjunction with NOBC's to identify the type of ship or activity where an officer's qualification or experience, identified by an NOBC, was acquired. They consist of a two-digit number with an alphabetical suffix. The two digits identify a broad category of ships or activities and the suffix indicates a specific type within the broad category; for example, "10" identifies Aircraft Carriers and "10B" identifies Attack Aircraft Carrier (CVA).

b. The Ship and Station code structure is published herein beginning on page H-3.

NOTE: Codes identifying ships and activities which have been deactivated are retained within this code structure so that occupational data previously entered in officer automated records may be interpreted.

2. TYPE COMMANDER (TYCOM) CODES

a. TYCOM codes are entered in the automated records of inactive duty naval personnel (except retired personnel) to identify the type command in which the most significant portion of the individual's active duty was served. The procedures for submission/verification/correction of TYCOM codes for inactive duty naval personnel are prescribed in MAPMISMAN, PART I, (INACTIVE).

b. Objective. The objective for TYCOM coding is two-fold:

(1) Mobilization. Should mobilization occur, to assure that personnel will be assigned to mobilization billets within the type command with which identified while on active duty.

(2) Training. To provide active duty for training in an activity within the type command with which the individual will serve should mobilization occur.

c. Code Structure. TYCOM codes consist of two digits which are explained as follows:

(1) In cases where the activity in which significant experience was gained is a Support, Shore Establishment, or other activity which cannot be identified with a type commander, code "00" is assigned. Activities in this category are identified by code "00" in the code structure which begins on page H-3.

(2) When significant experience can be identified with a type commander -----

(a) the first digit reflects the geographical location of the training center to which the individual reports; i.e. "1" if the training center is east of the Mississippi River, or "2" if it is west of the Mississippi River, and -----

(b) the second digit identifies type command as follows:

- | | |
|--------------------------------|-------------------------|
| 0 - Air Forces | 5 - Mine Forces |
| 1 - Amphibious Forces | 6 - Marine Corps |
| 2 - Cruiser - Destroyer Forces | 7 - Construction Forces |
| 3 - Submarine Forces | 8 - MSC (formerly MSTs) |
| 4 - Service Forces | 9 - Major Staffs |

NOTE: The appropriate second digit of the TYCOM code for specific activities may be determined by reference to the code structure which begins on page H-3.

d. Exceptions and General Guidance

(1) Specific exceptions. Reserve personnel attached to units that train and mobilize as units are assigned the TYCOM code of the unit to which attached regardless of active duty background or significant experience. This is applicable to personnel attached to the following type units:

- (a) Naval Air Squadrons - TYCOM 10/20
- (b) ASW Ship Crews - TYCOM 12/22
- (c) Mine Warfare Ship Crews - TYCOM 15/25
- (d) CB Divisions - TYCOM 17/27
- (e) IUW Divisions - TYCOM 15/25
- (f) Naval Personnel with USMC - TYCOM 16/26

(2) General guidance. Some anticipated special cases are set forth below for general guidance to assist in arriving at decisions in other cases which may arise:

- (a) Pre-active duty personnel will be given a TYCOM code of 00.
- (b) Officers who have not served on active duty as officers may be given the TYCOM code which most nearly reflects their Reserve training experience as a result of affiliation with a Reserve crew or active duty for training.
- (c) Personnel who have served in ships not identified with a type commander may be assigned a TYCOM code based upon ship type.
- (d) Personnel who have served in a ship as nonrated personnel and subsequently served ashore in some significant capacity as petty officers should be assigned the TYCOM of the ship type.
- (e) Personnel who have served in more than one type and equal alternatives exist should be coded with the most recent TYCOM.
- (f) Hospital corpsmen and officer medical personnel who have served with the Marine Corps should be coded with a Marine Corps TYCOM regardless of other operational experience.
- (g) Ship type alone may be deceptive when arriving at TYCOM designation. Various type commanders have ships generally thought of as belonging to another type. Personal interviews are helpful in these cases.
- (h) Personnel who have not served on board ship while on active duty and who lack significant training duty afloat should be given TYCOM code 00.

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SHIP AND STATION CODES

and

TYPE COMMANDER (TYCOM) CODES

(See page H-1 for explanation of these code structures)

SHIP and STA CODE	ACTIVITY	TYCOM CODE (2d digit)*
00		
000	(Used in lieu of station code to signify qualification was not acquired in a naval officer billet)	
01		
010	(Used in lieu of station code to indicate that a qualification is based on significant experience attained through Reserve participation as evaluated and certified by the appropriate Reserve Program Sponsor).	
02	ACORN	0
02A	Acorn	
03	COMMISSIONING DETAILS	00
03A	Commissioning Detail	
03B	Decommissioning Detail	
03C	Ferry Crew	
03D	Shakedown Group	
03Z	Commissioning Details - n.e.c.	
04	ARGUS	
04A	Argus	
05	AIR SERVICE ACTIVITIES	0
05A	Air Barrier Service Squadron	
05B	Carrier Aircraft Service Unit (CASU)	
05C	Fleet Air Base Unit (FABU)	
05D	Fleet Air Service Squadron (FASRON)	
05E	Headquarters Squadron (HEDRON)	
05F	Patrol Aircraft Service Unit (PATSU)	
05G	Scout Observation Service Unit (SOSU)	
05Z	Air Service Activities - n.e.c.	
06	CIRCUS	
06A	Circus	

*Except when "00" is indicated

07	ADVANCED BASE UNITS	1
07A	CUB	
07B	DREW	
07C	LION	
07D	GROPAC	
07Z	Advanced Base Units - n.e.c.	
08	STAFF GROUPS	9#
08A	Air Group/Carrier Air Wing (CVW)/Tactical Electronic Warfare Wing (VAQW)	0
08B	Air Training Command/Air Training Command Detachment	0
08C	Barrier Command	0
08D	Carrier Type - Subordinate Command	0
08E	Cruiser - Destroyer Force	2
08F	Cruiser Force	2
*08G	Cruiser Type - Subordinate Command	2
08H	Destroyer Force	2
*08J	Destroyer Type - Subordinate Command	2
08K	Force Command (except 85L)	9
*08L	Minecraft Type - Subordinate Command	5
08M	Mine Force/Mine Warfare	5
08N	Operational Control Center	9
*08P	Radar Picket - Subordinate Command	2
08Q	Reserve Fleet	9
08R	Service Force Command	4
*08S	Service Craft Type - Subordinate Command	4
08T	Submarine Force	3
*08U	Submarine Type - Subordinate Command	9
08V	Task Force	9
08W	Task Group Command	9
08X	Training Command (other than Aviation)	00
08Y	Joint Force Command - Joint Task Force	9
08Z	Staff Groups - n.e.c.	
09	MAJOR STAFFS	9#
09A	Naval Air Force Command	0
09B	Commander Fleet Air Wing (FAW)	0
09C	Commander Airborne Early Warning Wing	0
09D	Commander Heavy Attack Wing	0
09E	Commander Utility Wing	0
09F	Commander Fleet Airship Wing	0
09G	Fleet Air Command	0
09H	Fleet Command; CINCPAC; CINCLANT	9
09J	Naval Air Transport Wing	0
09K	Joint Fleet Command and Staff	9
09L	Commander Carrier Airborne Early Warning Wing	0
09M	Commander Light Attack Wing	0
09N	Commander Fighter Wing	0
09P	Commander Training Wing	0
09Q	Commander Medium Attack Wing	0

*Includes Flotilla, Squadron, Division, etc.

#One or more exceptions exist within the major groupings

09R	Fleet Tactical Support Wing/Reserve Tactical Support Wing	0
09S	Commander Patrol Wing	0
09T	Commander Air Antisubmarine Wing	0
09Z	Major Staffs - n.e.c.	
10	AIRCRAFT CARRIERS	0
10A	CV Aircraft Carrier	
10B	CVA Attack Aircraft Carrier	
10C	CVAN Attack Aircraft Carrier (nuclear propulsion)	
10D	CVB Aircraft Carrier, Large	
10E	CVHA Assault Helicopter Aircraft Carrier	
10F	CVS ASW Support Aircraft Carrier	
10G	CVT Training Aircraft Carrier	
10Z	Aircraft Carriers - n.e.c.	
11	AIRCRAFT, CARRIER TYPE	0
11A	HS/HSL Helicopter Antisubmarine Squadron or Detachment/ Light Airborne Multi-Purpose System	
11B	VA Attack Squadron	
11C	VA (AW) All Weather Attack Squadron or Detachment	
11D	VAH Heavy Attack Squadron or Detachment	
11E	VAW/RVAW Carrier Airborne Early Warning Squadron or Detachment/ Carrier Airborne Early Warning Training Squadron	
11F	VF/VSF Fighter Squadron/Antisubmarine Fighter Squadron	
11G	VFP Light Photographic Squadron	
11H	VF UF (AW) All Weather Fighter Squadron	
11J	VS Air Antisubmarine Squadron	
11K	RVAH Reconnaissance Attack Squadron or Detachment	
11L	VAL Light Attack Squadron or Detachment	
11M	VAQ Tactical Electronic Warfare Squadron or Detachment	
11Z	Aircraft, Carrier Types - n.e.c.	
12	ESCORT AIRCRAFT CARRIERS	0
12A	CVE Aircraft Carrier Escort	
12B	CVHE Escort Helicopter	
12C	CVL Aircraft Carrier, Small	
12D	CVU Utility Aircraft Carrier	
12Z	Escort Aircraft Carriers - n.e.c.	
13	AIRCRAFT, LIGHTER-THAN-AIR	0
13A	ZP Airship Squadron or Detachment	
13B	ZW Airship Early Warning Squadron or Detachment	
13Z	Aircraft, Lighter-Than-Air-n.e.c.	
14	AIRCRAFT, MISCELLANEOUS	0
14A	HC/HU Helicopter Combat Support Squadron or Detachment/ Helicopter Utility Squadron or Detachment	
14B	VR Air Transport Squadron	
14C	VRC Fleet Tactical Support Squadron	
14D	VRF Aircraft Ferry Squadron	
14E	VC/VU Fleet Composite Squadron or Detachment/Utility Squadron or Detachment	
14F	Rescue Squadron	
14G	Scouting Squadron	
14H	Special Task Air Group Squadron (STAGRON)	

14J	VO	Observation Squadron or Detachment	
14K	HAL	Helicopter Light Attack Squadron or Detachment	
14L	HM	Helicopter Mine Countermeasures Squadron or Detachment	
14Z		Aircraft, Miscellaneous - n.e.c.	
15	AIRCRAFT, PATROL TYPE		0
15A	VAHM	Attack Mining Squadron	
15B	VAP	Heavy Photographic Squadron	
15C	VCP	Composite Photographic Squadron	
15D	VP	Patrol Squadron	
15E	VQ	Fleet Air Reconnaissance Squadron (ECM)	
15F	VW	Airborne Early Warning Squadron	
15G		Airborne Early Warning Barrier Squadron	
15Z		Aircraft, Patrol Type - n.e.c.	
16	AMMUNITION SHIPS		4#
16A	AE	Ammunition Ship	
16Z		Ammunition Ships - n.e.c.	
17	AMPHIBIOUS VESSELS, LARGE		1
17A	LFR	Inshore Fire Support Ship	
17B	KDC	Target Drone Control Ship	
17C	LHA	Amphibious Assault Ship (general purpose)	
17D	LPD	Amphibious Transport Dock	
17E	LPH	Amphibious Assault Ship	
17F	LSD	Dock Landing Ship	
17G	LSFF	Flotilla Flagship Landing Ship	
17H	LSIL	Infantry Landing Ship, Large (formerly LCIL)	
17J	LSM	Landing Ship, Medium	
17K	LSMR	Medium Landing Ship (Rocket)	
17L	LSSL	Support Landing Ship, Large Mk III	
17M	LST	Tank Landing Ship	
17N	AKR	Vehicle Cargo Ship	
17P	LCC	Amphibious Command Ship	
17R	LKA	Amphibious Cargo Ship	
17S	LPA	Amphibious Transport	
17T	LPR	Amphibious Transport (small)	
17Z		Amphibious Vessels, Large - n.e.c.	
18	AMPHIBIOUS VESSELS, SMALL; SMALL TRANSPORT		
18A	APC	Small Coastal Transport	1
18B		(Intentionally left blank)	
18C	LCFF	Landing Craft, Infantry (Flotilla Flagship)	
18D	LCIG	Landing Craft, Infantry	
18E	LCIM	Landing Craft, Infantry (Mortar)	
18F	LCIR	Landing Craft, Infantry (Rocket)	
18G	LCM	Landing Craft, Mechanized	
18H	LCPL	Landing Craft, Personnel, Large	
18J	LCPN	Landing Craft, Personnel (Nested)	

#One or more exceptions exist within the major grouping.

18K	LCPR	Landing Craft, Personnel, Ramped	
18L	LCR	Landing Craft, Rubber	
18M	LCS	Landing Craft, Support	
18N	LCSL	Landing Craft, Infantry (Support)	
18P	LCT	Landing Craft, Tank	
18Q	LCU	Landing Craft, Utility	
18R	LCV	Landing Craft, Vehicle	
18S	LCVP	Landing Craft, Vehicle, Personnel	
18T	LSU	Landing Ship, Utility	
18U	LVT	Landing Vehicle, Tracked (Unarmored)	
18V	LVTA	Landing Vehicle, Tracked (Armored)	
18Z		Amphibious Vessels, Small; Small Transport - n.e.c.	
19	BATTLESHIPS		2
19A	BB	Battleship	
19B	BBG	Guided Missile Capital Ship	
19C	CB	Large Cruiser	
19D	CBC	Large Tactical Command Ship	
19Z		Battleships - n.e.c.	
20	CARGO, PROVISION, AND GENERAL STORES ISSUE SHIPS, ETC.		4#
20A	AF	Store Ship	
20B	AFS	Combat Store Ship	
20C	AK	Cargo Ship	
20D	AKA	Cargo Ship, Attack	1
20E	AKD	Cargo Ship, Dock	
20F	AKL	Light Cargo Ship	
20G	AKN	Net Cargo Ship	
20H	AKS	Stores Issue Ship	
20J	AKV	Cargo Ship and Aircraft Ferry	
20K	AVS	Aviation Supply Ship	
20L	AVT	Auxiliary Aircraft Transport	8
20Z		Cargo, Provision, and General Stores Issue Ships - n.e.c.	
21	CRUISERS, HEAVY		2
21A	CA	Heavy Cruiser	
21B	CAG	Guided Missile Heavy Cruiser	
21C	CG	Guided Missile Cruiser	
21D	CGN	Guided Missile Cruiser (nuclear propulsion)	
21Z		Cruisers, Heavy - n.e.c.	
22	CRUISERS, LIGHT		2
22A	CL	Light Cruiser	
22B	CLAA	Antiaircraft Light Cruiser	
22C	CC, CLC	Command Ship/Tactical Command Ship	
22D	CLG	Guided Missile Light Cruiser	
22Z		Cruisers, Light - n.e.c.	
23	DESTROYERS		2
23A	DD	Destroyer	

One or more exceptions exist within the major grouping.

23B	DDC	Corvette	
23C	DDE	Antisubmarine Destroyer (Escort Destroyer)	
23D	DDG	Guided Missile Destroyer	
23E	DDR	Radar Picket Destroyer	
23F	DL	Frigate	
23G	DLG	Guided Missile Frigate	
23H	DLGN	Guided Missile Frigate (nuclear propulsion)	
23Z		Destroyers - n.e.c.	
24	DESTROYER ESCORT VESSELS		2
24A	DE	Escort Ship	
24B	DEC	Combat Vessel	
24C	DER	Radar Picket Escort Ship	
24D	DEG	Guided Missile Escort Ship	
24Z		Destroyer Escort Vessels - n.e.c.	
25	DISTRICT CRAFT, MISCELLANEOUS		4#
25A		Barges	
25B		Lighters	
25C		Tugs, Harbor	
25D		Floating Construction Equipment	7
25E		(Intentionally left blank)	
25F	AMB	Harbor Minesweeper	5
25G		(Intentionally left blank)	
25H	YDT	Diving Tender (non-self-propelled)	
25J	YFB	Ferryboat or Launch (self-propelled)	
25K	YMP	Motor Mine Planter	
25L	YSD	Seaplane Wrecking Derrick (self-propelled)	
25M	YSP	Salvage Pontoon	
25N	YV	Drone Aircraft Catapult Control Craft (self-propelled)	
25Z		District Craft, Miscellaneous - n.e.c.	
26	DRYDOCKS		4
26A	ABD	Advance Base Dock	
26B	ABSD	Advance Base Sectional Dock	
26C	AFD	Mobile Floating Drydock	
26D	AFDB	Large Auxiliary Floating Dry Dock (non-self-propelled)	
26E	AFDL	Small Auxiliary Floating Dry Dock (non-self-propelled)	
26F	AFDM	Medium Auxiliary Floating Dry Dock (non-self-propelled)	
26G	ARD/ARDM	Auxiliary Repair Dry Dock (non-self-propelled)/Medium Auxiliary Repair Dry Dock (non-self-propelled)	
26H	ARDC	Repair Dock, Concrete	
26J	YFD	Yard Floating Dry Dock (non-self-propelled)	
26K	YRDH	Floating Dry Dock Workshop (hull) (non-self-propelled)	
26L	YRDM	Floating Dry Dock Workshop (machine) (non-self-propelled)	
26Z		Drydocks - n.e.c.	
27	GUNBOATS		2#
27A	PCE	Patrol Escort	
27B	PCEC	Control Escort (180')	

One or more exceptions exist within the major grouping.

27C	PCER	Patrol Rescue Escort	
27D	PF	Patrol Escort	
27E	PG	Patrol Combatant	
27F	PGM	Gunboat, Motor	1
27G	PR	River Gunboat	1
27H	PGH	Patrol Gunboat (hydrofoil)	1
27J	PHM	Patrol Combatant Missile (hydrofoil)	
27Z		Gunboats - n.e.c.	
28		HOSPITAL SHIPS	4
28A	AH	Hospital Ship	
28Z		Hospital Ships - n.e.c.	
29		MINELAYERS	5
29A	ACM	Auxiliary Minelayer	
29B	CM	Minelayer	
29C	MCS	Mine Countermeasures Ship	
29D	MMA	Minelayer, Auxiliary	
29E	MM	Minelayer	
29F	MMF	Minelayer, Fleet	
29Z		Minelayers - n.e.c.	
30		MINELAYERS, COASTAL	5
30A	CMC	Minelayer, Coastal	
30B	MMC	Minelayer, Coastal	
30Z		Minelayers, Coastal - n.e.c.	
31		MINELAYERS, LIGHT	5
31A	MMD	Minelayer, Fast (formerly DM)	
31Z		Minelayers, Light - n.e.c.	
32		MINESWEEPERS	5
32A	AM	Large Minesweeper	
32B	MSF	Minesweeper, Fleet (steel hull)	
32C	MSO	Minesweeper, Ocean (nonmagnetic)	
32D	MSS	Minesweeper, Special (device)	
32Z		Minesweepers - n.e.c.	
33		MINESWEEPERS, COASTAL	5
33A	AMC	Coastal Minesweeper	
33B	AMCU	Minehunter	
33C	AMS	Motor Minesweeper	
33D	MHA	Minehunter Auxiliary	
33E	MHC	Minehunter, Coastal	
33F	MSA	Minesweeper, Auxiliary	
33G	MSB	Minesweeping Boat	
33H	MSC	Minesweeper, Coastal (nonmagnetic)	
33J	MSCO	Minesweeper, Coastal (old)	
33K	MSI	Minesweeper, Inshore	
33Z		Minesweepers Coastal - n.e.c.	

34		MINESWEEPERS, HIGH-SPEED	5
34A	DMS	High-Speed Minesweeper (Minesweeper Destroyer)	
34Z		Minesweepers, High-Speed - n.e.c.	
35		MISCELLANEOUS AUXILIARIES AND MERCHANT SHIPS	4
35A	AB	Crane Ship	
35B	AG/EAG/YAG	Miscellaneous Auxiliary	
35C	AGB	Icebreaker	
35D	AGC	Amphibious Force Flagship	
35E	AGDE	Escort Research Ship	
35F	AGEH	Hydrofoil Research Ship	
35G	AGMR	Major Communications Relay Ship	
35H	AGOR	Oceanographic Research Ship	
35J	AGR	Radar Picket Ship (formerly YAGR)	
35K	AGS	Surveying Ship	
35L	AGSC	Coastal Surveying Ship	
35M	AGSL	Satellite Launching Ship	
35N	AVC	Catapult Lighter	
35P	AW	Distilling Ship	
35Q	AGTR	Technical Research Ship (See 86B)	
35R	NR	Submersible Research Vehicle (nuclear propulsion)	
35S	AGER	Environmental Research Ship	
35T	ARC	Cable Repairing Ship	
35U	DSV/DSRV	Deep Submergence Vehicle	
35W	AGDS	Deep Submergence Support Ship	
35Z		Auxiliaries and Merchant Ships - n.e.c.	
36		MOTOR TORPEDO BOAT TENDERS	2
36A	AGP	Patrol Craft Tender	
36Z		Motor Torpedo Boat Tenders - n.e.c.	
37		MOTOR TORPEDO BOAT SUBMARINE CHASERS	2#
37A	PT	Motor Torpedo Boat	
37B	PTC	Motorboat Submarine Chaser	
37C	PTF	Fast Patrol Craft	1
37Z		Motor Torpedo Boat Submarine Chasers - n.e.c.	
38		NET VESSELS	5
38A	ANL	Net Laying Ship (formerly AN)	
38B	YNG	Gate Craft (non-self-propelled)	
38C	YNT	Net Tender (Tug Class)	
38Z		Net Vessels - n.e.c.	
39		OILERS, FUEL OIL TANKERS, AND GASOLINE TANKERS	4
39A	AO	Oiler	
39B	AOE	Fast Combat Support Ship	
39C	AOG	Gasoline Tanker	
39D	AOR	Replenishment Oiler	
39Z		Oilers, Fuel Oil Tankers, and Gasoline Tankers - n.e.c.	

One or more exceptions exist within the major grouping.

40	PATROL VESSELS		2
40A	PE	Eagle Boat	
40B		(Intentionally left blank)	
40C	PYC	Yacht, Coastal	
40Z		Patrol Vessels - n.e.c.	
41	REPAIR SHIPS		4
41A	AR	Repair Ship	
41B	ARB	Battle Damage Repair Ship	
41C	ARG	Internal Combustion Engine Repair Ship	
41D	ARH	Heavy Hull Repair Ship	
41E	ARL	Landing Craft Repair Ship	
41F	ARV	Aircraft Repair Ship	
41G	ARVA	Aircraft Repair Ship (aircraft)	
41H	ARVE	Aircraft Repair Ship (engine)	
41J	YR	Floating Workshop (non-self-propelled)	
41K	YRB	Repair and Berthing Barge (non-self-propelled)	
41L	YRL	Covered Lighter Repair	
41M	YRBM	Repair, Berthing and Messing Barge (non-self-propelled)	
41Z		Repair Ships - n.e.c.	
42	RESCUE VESSELS, SUBMARINE		3
42A	ASR	Submarine Rescue Ship	
42Z		Rescue Vessels, Submarine - n.e.c.	
*	RIVERINE WARFARE CRAFT (See page H-26)		1
43	SALVAGE AND RESCUE VESSELS		4
43A	ARS	Salvage Ship	
43B	ARSD	Salvage Lifting Ship	
43C	ARST	Salvage Craft Tender	
43D	ATR	Ocean Tug, Rescue	
43E	ATS	Salvage and Rescue Ship	
43Z		Salvage and Rescue Vessels - n.e.c.	
44	SUBMARINES		3#
44A	AGSS	Auxiliary Submarine	1
44B	AKSS	Cargo Submarine (formerly ASSA)	
44C	AOSS	Submarine Oiler	
44D	LPSS	Amphibious Transport Submarine (formerly APSS & ASSP)	1
44E	SS	Submarine	
44G	SSBN	Fleet Ballistic Missile Submarine (nuclear propulsion)	
44H	SSG	Guided Missile Submarine	
44J	SSGN	Guided Missile Submarine, Nuclear	
44K	SSK	Antisubmarine Submarine	
44L	SSN	Submarine (nuclear propulsion)	
44M	SSR	Radar Picket Submarine	
44N	SSRN	Radar Picket Submarine, Nuclear	
44P	SST	Target and Training Submarine (self-propelled)	
44Q	SEX	Submarine, Experimental	
44Z		Submarines - n.e.c.	

*This group applicable to TYCOM code structure only

#One or more exceptions exist within the major grouping.

45		SUBMARINE CHASERS, LARGE	2
45A	PC	Submarine Chaser	
45B	PCC	Control Submarine Chaser	
45Z		Submarine Chasers - n.e.c.	
46		SUBMARINE CHASERS AND PATROL CRAFT, SMALL	2
46A	PCH	Patrol Craft (hydrofoil)	
46B	PCS	Patrol Craft, Submarine	
46C	PCSC	Control Submarine Chaser (136')	
46D	SC	Submarine Chaser (110')	
46E	SCC	Control Submarine Chaser (110')	
46F	YP	Patrol Craft (self-propelled)	
46Z		Submarine Chasers and Patrol Craft, Small - n.e.c.	
47		TENDERS, DESTROYER	2
47A	AD	Destroyer Tender	
47B	ADG	Degaussing Ship	
47Z		Tenders, Destroyer - n.e.c.	
48		TENDERS, SEAPLANE, LARGE	0
48A	AV	Seaplane Tender	
48B	AVB	Advance Aviation Base Ship	
48C	AVM	Guided Missile Ship	
48Z		Tenders, Seaplane, Large - n.e.c.	
49		TENDERS, SEAPLANE, SMALL	0
49A	AVD	Seaplane Tender (Destroyer)	
49B	AVP	Seaplane Tender, Small	
49Z		Tenders, Seaplane, Small - n.e.c.	
50		TENDERS, SUBMARINE	3
50A	AS	Tender, Submarine (conventional and nuclear)	
50B		(Intentionally left blank)	
50C		Tender, Submarine (FBM)	
50Z		Tenders, Submarine - n.e.c.	
51		TRANSPORTS	8#
51A	AP	Transport	
51B	APA	Transport, Attack	1
51C	APB	Self-Propelled Barracks Ship	4
51D	APH	Evacuation Transport	
51E	APL	Barracks Craft (non-self-propelled)	4
51F	APV	Transport and Aircraft Ferry	
51G		United States Naval Ships (USNS) (MSC (formerly MSTS))	
51Z		Transports - n.e.c.	

One or more exceptions exist within the major grouping.

52	TRANSPORTS, HIGH-SPEED	1
52A	APD High-Speed Transport (Destroyer Transport)	
52Z	Transport, High-Speed - n.e.c.	
53	TUGS, OCEAN-GOING	4
53A	ATA Auxiliary Ocean Tug	
53B	ATF Fleet Ocean Tug	
53C	(Intentionally left blank)	
53Z	Tugs, Ocean-Going - n.e.c.	
54	ADVANCED AIR BASES AND STATIONS (OUTSIDE CONTINENTAL UNITED STATES)	0
54A	Air Base Command (Advanced)	
54B	Naval Air Station (Advanced)	
54Z	Advanced Air Bases and Stations (outside Continental U.S.) - n.e.c.	
55	ADVANCED BASES, STATIONS, AND ACTIVITIES (OUTSIDE CONTINENTAL UNITED STATES)	00#
55A	Advanced Naval Base	
55B	Advanced Naval Facility	
55C	Advanced Naval Station	
55D	Commander Headquarters Support Activity (COMHEDSUPPACT)	
55E	Commander Submarine Command Northeastern Atlantic and Mediterranean (COMSUBCOMNELM)	3
55F	Fleet Activity (except Yokosuka)	
55G	Headquarters Support Activity (HEDSUPPACT)	
55H	Military Government	
55J	Naval Activity and/or Detachment - Housing Activity, Yokohama	
55K	Special Support Group, Commander Naval Forces Far East	
55L	Submarine Base	3
55M	Advanced Support Activity/Facility	
55Z	Advanced Bases, Stations, and Activities (outside Continental U.S.) - n.e.c.	
56	NAVAL AIR SYSTEMS COMMAND	0
56A	Naval Air Systems Command Headquarters	
56Z	Naval Air Systems Command - n.e.c.	
57	AIR ACTIVITIES (EXCEPT ASSEMBLY, REPAIR, AND EXPERIMENTAL)	0
57A	Aircraft Delivery Unit	
57B	Air Mobile Training Group	
57C	Air Technical Service Facility	
57D	Aviation Supply Office	
57E	Aviation Cadet Selection Board	
57F	Aviation Facility (includes overseas)	
57G	(Intentionally left blank)	
57H	Fleet Air Gunnery Unit	
57J	Logistic Support Wing	
57K	Military Airlift Command	
57L	Combat Camera Group	
57M	Motion Picture Liaison Office	

One or more exceptions exist within the major grouping.

57N	Naval Aircraft Factory	
57P	Naval Aircraft Material or Engineering Center	
57Q	Naval Air Test Center	
57R	Naval Air Test Facility	
57S	Overseas Air Cargo Terminal Navy Transportation Coordinating Office	
57T	Photographic Center Laboratory	
57U	Reconnaissance and Technical Support Center	
57Z	Air Activities (except Assembly, Repair, and Experimental) - n.e.c.	
58	AIRCRAFT ASSEMBLY AND REPAIR, AND EXPERIMENTAL AVIATION	0
58A	Advanced Underseas Weapons (Modified) Shop	
58B	Aeronautical Electronics and Electrical Laboratory	
58C	Air Antisubmarine Warfare Development Squadron	
58D	Aircraft Service Center	
58E	Air Turbine Test Station	
58F	Aviation Armament Laboratory	
58G	Aviation Engineering Service Unit	
58H	Aviation Repair and or Overhaul Unit (Advanced or Continental U. S.) Naval Air Rework Facility	
58J	Avionics Facility	
58K	Electronics Test Division (Naval Air Test Center)	
58L	(Intentionally left blank)	
58M	Naval Aeronautical Rocket Laboratory	
58N	Naval Air Development Center or Unit	
58P	Naval Air Ordnance Test Center (NAOTC)	
58Q	Naval Air Rocket Test Station	
58R	Naval Aviation Engineering/Electronics Service Unit (NAESU)	
58S	Night Development Squadron (formerly Night Attack Combat Training Unit (NACTU))	
58T	Aerospace Recovery Facility (formerly Parachute Facility)/Parachute Test Range	
58U	Special Weapons Tactical Testing Experimental Unit	
58V	Air Development Squadron or Detachment (VX, VXE, VXN)	
58W	Naval Air Space Systems Activity	
58Z	Aircraft Assembly and Repair, and Experimental Aviation - n.e.c.	
59	AIR BASES AND STATIONS (CONTINENTAL UNITED STATES)	0
59A	Acceptance Training and Transfer Unit (ACTTU)	
59B	Advanced Base Aviation Training Unit	
59C	Airborne Early Warning Training Unit	
59D	Airship Training and Experimental Command (ZNATEC)	
59E	Air Technical Training Unit	
59F	Aviation Publications Training Center	
59G	Coast Guard Air Base	
59H	Fleet Airborne Electronics Training Unit (FAETU)/Fleet Aviation Specialized Operational Training Group (FASOTRAGRU)	
59J	Fleet All Weather Training Unit (FAWTU)	
59K	Heavy Attack Training Unit (HATU)	
59L	Helicopter Training Squadron	
59M	Lighter-than-Air Base	
59N	Marine Corps Air Station (includes Auxiliary Air Station)	
59P	Naval Air Base	
59Q	Naval Air Reserve Unit or Center	
59R	Naval Air Station (includes Auxiliary Landing Fields)	

59S Naval Air Technical Training Center
 59T Naval Auxiliary Air Station (NAAS)
 59U Naval Reserve Aviation Base
 59V (Intentionally left blank)
 59W Training Squadron
 59Z Air Bases and Stations (Continental United States) - n.e.c. (See 91K)

60 AMMUNITION, BOMB, AND EXPLOSIVE ACTIVITIES 00#

60A Ammunition Depot
 60B Explosive Investigation Laboratory or Mobile Unit
 60C Explosive Ordnance Disposal Technical Center/Facility
 60D Explosive Ordnance Disposal Group/Unit/Detachment
 60E Magazine
 60F Propellant Plant (formerly Powder Factory)
 60G (Intentionally left blank)
 60Z Ammunition, Bomb, and Explosive Activities - n.e.c.

61 ARMY, NAVY, AND AIR FORCE JOINT ACTIVITIES, N.E.C. 00

61A Air Force Base and Facility
 61B Defense Atomic Support Agency/Defense Nuclear Agency
 61D Headquarters Command
 61E Joint Chiefs of Staff
 61F Defense Mapping Agency
 61G Defense Investigative Service/Unit
 61H Joint Casualty Resolution Center
 61N National Security Agency
 61P Office of the Secretary of Defense
 61Q Panama Canal Company
 61R Special Duty, Air Force
 61S Special Duty, Army
 61T Armed Forces Examining and Entrance Station (AFEES)
 61Z Army, Navy, and Air Force Joint Activities - n.e.c.

62 DEPOTS, STOREHOUSES, STORES, AND SUPPLIES 00

62A Finance Office (formerly Accounts Disbursing Office)
 62B Air Logistics Control Office
 62C Cargo Handling Battalion/Port Group
 62D Clothing and Textile Office or Depot
 62E Commissary Store
 62F Electronics Supply Office
 62G Fleet Aviation Accounting Office
 62H Forms Publication Supply Office
 62J General Stores Supply Office
 62K Consolidated Household Goods Shipping Office
 62L Petroleum Activity - Fuel Supply Office, Depot or Annex
 62M (Intentionally left blank)
 62N Navy Consolidated Surplus Sales Office
 62P Navy Exchange
 62Q Navy Subsistence Office/Food Management Teams (NFDMGMT TM)
 62R Polaris Material Office
 62S Material Industrial Resources Office (formerly: Production Equipment Control Office)
 62T Purchasing/Procurement Office/Procurement Training Component
 62U Ships Parts Center
 62V Single Manager Activity - Supply Agency

*One or more exceptions exist within the major grouping.

62W	Supply Center	
62X	Supply Depot	
62Y	Joint Supply Activity /Defense Contract Administration Services (DCAS)/Defense Subsistence Region	
62Z	Depots, Storehouses, Stores, and Supplies - n.e.c.	
63	(Intentionally left blank)	
64	ALLIED COMMANDS	9
64A	Commander in Chief United Nations Command/Commander U.S. Forces Korea	
64B	Iceland Defense Force	
64C	NATO Command - Central Europe	
64D	NATO Command - Eastern Atlantic	
64E	NATO Command - Functional	
64F	NATO Command - Mediterranean Area	
64G	NATO Command - Northern Europe	
64H	NATO Command - Southern Europe	
64J	NATO Command - Western Atlantic	
64K	NATO Military Agency	
64L	Southeast Asia Treaty Organization (SEATO)	
64M	Supreme Allied Commander Atlantic (SACLANT)	
64N	Supreme Allied Commander Europe (SACEUR)	
64P	United Nations Emergency Force	
64Q	U.S./Canadian Command (Commander in Chief North American Air Defense Command)	
64Z	Allied Commands - n.e.c.	
65	MILITARY SEALIFT COMMAND, SHIP MOVEMENTS, AND HARBOR OPERATION ACTIVITIES	8
65A	Armed Guard Center	
65B	Convoy Center	
65C	Marine Superintendent's Office	
65D	Military Sealift Command (formerly MSTs)	
65E	MSC Area	
65F	MSC Office/Unit	
65G	MSC Subarea	
65H	Naval Control of Shipping	
65J	Naval Port Control	
65K	Port Director	
65L	Port Facilities	
65Z	MSC, Ship Movements, and Harbor Operation Activities - n.e.c.	
66	DIPLOMATIC AND FOREIGN LIAISON (ATTACHES, ADVISORS, MISSIONS, AND OBSERVERS)	00
66A	Advisor	
66B	Defense Attache Systems	
66C	Exchange Officer Foreign Government	
66D	Liaison with Foreign Government	
66G	Observer	
66H	Transfer Team/Military Assistance Program Ship Training Team	
66J	United Nations Command Military Armistice Commission (UNCMAC)	
66K	United Nations Representative	

6-L* Attache
 6-M* Military Assistance Advisory Group (MAAG)
 6-N* Mission

*Note: The second character of Ship and Station codes 6-L, 6-M, and 6-N reflects the geographical area as follows:

A-Africa	M-Europe, Eastern
E-Asia	N-Near East
H-Australia and East Indies	R-North America, Central America, West Indies
J-Europe, Northern	T-Philippines
K-Europe, Western	W-South America
L-Europe, Southern	(Example: 6EM is code for a MAAG in Asia)

66Z Diplomatic and Foreign Liaison (Attaches, Advisors, Missions, and Observers) - n.e.c.

67 FIELD CONSTRUCTION UNITS AND ACTIVITIES (CONSTRUCTION BATTALION) 7

67A Construction Battalion
 67B Construction Brigade
 67C Construction Detachment
 67D Construction Regiment
 67E Mobile Construction Battalion/Seabee Team
 67F Section Construction Battalion
 67G Special Construction Battalion
 67Z Field Construction Units and Activities (Construction Battalion) - n.e.c.

68 OTHER GOVERNMENT AGENCIES 00

68A Aircraft Reactor Branch
 68B Atomic Energy Commission
 68C Capitol
 68D Coal Mines Administration
 68E Defense Production Administration
 68F Federal Aviation Agency (FAA) (formerly Civil Aeronautics Administration)
 68G Coast Guard
 68H Military Agency for Standardization
 68J National Aeronautics and Space Administration (NASA)
 68K Public Buildings Administration State Department
 68L Selective Service
 68M Veterans Administration
 68N White House (Executive Office of the President)
 68P Arms Control and Disarmament Agency
 68Q Commerce Department (Maritime Administration/National Oceanic and Atmospheric Administration)
 68R Federal Energy Agency
 68Z Other Government Agencies - n.e.c.

69 OCEANOGRAPHIC ACTIVITIES 00

69A Office of the Oceanographer of the Navy
 69B Oceanographic Branch Office
 69C Oceanographic Office
 69D Oceanographic Activity
 69E Oceanographic Detachment/Unit
 69F Oceanographic Systems and Designated Facilities
 69G Oceanographic Distribution Center

69Z	Oceanographic Activities - n.e.c.	
70	INSPECTORS AT NONNAVAL INDUSTRIAL PLANTS AND ACTIVITIES	00
70A	Bureau of Aeronautics Material Office	
70B	Naval Air Systems Command Naval Plant Representative Office (NASC-NPRO)	
70C	Bureau of Ships Representative	
70D	Bureau of Weapons General Representative	
70E	Bureau of Weapons Representative	
70F	Bureau of Weapons Technical Representative	
70G	General Inspector of Naval Aircraft	
70H	Inspector of Machinery	
70J	Inspector of Naval Aircraft	
70K	Inspector of Naval Material	
70L	Naval Sea Systems Command Naval Plant Representative Office (NSSC-NPRO)	
70M	Inspector of Petroleum Products	
70N	Inspector of Petroleum Reserves	
70P	Naval Technical Inspector	
70Q	Resident Inspector of Branch Office	
70R	Resident Inspector of Naval Aircraft	
70S	Resident Inspector of Naval Material	
70T	Supervising Inspector of Naval Material	
70Z	Inspectors at Nonnaval Industrial Plants and Activities - n.e.c.	
71	AMPHIBIOUS STAFFS AND ACTIVITIES	1
71A	Advanced Base Landing Craft Unit	
71B	Amphibious Group/Boat Support Unit	
71C	Amphibious, River, or Coastal Squadron/Division/Flotilla	
71D	Amphibious Base	
71E	Amphibious Construction Battalion	
71F	Amphibious Force	
71G	Amphibious School	
71H	Amphibious Training/Operation Support/Force Command/ Amphibious Operations Training Unit	
71J	Underwater Demolition Team (UDT)/SEAL Team	
71K	Inshore Undersea Warfare Group/Detachment/Unit	
71L	Beach Groups	
71M	Fleet Composite Operational Readiness Group/Beach Jumper Unit	
71N	Beachmaster Unit	
71P	Naval Inshore Warfare Command/Detachment/Unit	
71Q	Commander Support Aircraft	
71R	Fleet Air Tactical Unit	
71S	Landing Craft Recovery Unit	
71T	Assault Craft Unit	
71U	Landing Force Equipment and Depot	
71V	Standard Landing Craft Unit (SLCU)	
71W	Tactical Air Control Squadron/Group	
71Z	Amphibious Staffs and Activities - n.e.c.	
72	MARINE CORPS ACTIVITIES (EXCEPT AIR STATIONS)	6
72A	Fleet Marine Force	
72B	Headquarters United States Marine Corps	
72C	School	
72Z	Marine Corps Activities (except Air Stations) - n.e.c.	

76K	Naval Scientific and Technical Intelligence Center	
76L	Navy Collaboration in Air Intelligence	
76M	Headquarters Naval Intelligence Command	
76N	Naval Intelligence Processing System Support Activity/Naval Intelligence Processing System Training Facility	
76P	Naval Investigative Service	
76Q	Oceanographic Surveillance Information Facility/Center	
76R	Fleet Tactical Intelligence Support Activity/Group	
76Z	Intelligence Activities - n.e.c.	
77	NAVAL PERSONNEL, BUREAU OF	00
77A	Bureau of Naval Personnel	
77B	Personnel Program Support Activity	
77C	Naval Personnel and Training Research Laboratory (San Diego)	
77D	Naval Personnel Research and Development Laboratory/Center	
77Z	Naval Personnel, Bureau of - n.e.c.	
78	PERSONNEL ACTIVITIES	00
78A	Detention Barracks	
78B	Director/Commander Recruiting Area	
78C	Discharged Personnel Records Branch, St. Louis	
78D	Disciplinary Barracks/Correctional Centers	
78E	Maritime Service Recruiting Station	
78F	Naval Armory	
78G	Naval Home	
78H	Naval Officer Procurement	
78J	Naval Personnel Center	
78K	Naval Prison	
78L	Navy Band	
78M	Navy Camp	
78N	Recruiting Aids Facility	
78P	Recruiting Inspection	
78Q	Recruiting Command/Station/District	
78R	Officer Records Support Activity (formerly: Reserve Officer Recording Activity (RORA))	
78S	Reserve Training Command, Omaha	
78T	Retraining Command/Counseling and Assistance Center/ Human Resource Management Center	
78U	Reserve Manpower Center/Personnel Management Information Center	
78W	Naval Reserve Command	
78Z	Personnel Activities - n.e.c.	
79	NAVAL STATIONS AND BASES (EXCEPT ADVANCED BASES)	00
79A	Hydrocooustic Station	
79B	Naval Base	
79C	Naval Station	
79D	(Intentionally left blank)	
79E	Small Craft Facility	
79F	Submarine Base/Facilities	
79G	Naval Support Activity/Facility	
79Z	Naval Stations and Bases (except Advanced Bases) - n.e.c.	
80	NAVY DEPARTMENT, MISCELLANEOUS	00
80A	Telecommunications Censor	
80B	Correction of Naval Records	
80C	Decorations and Medals	

73	MEDICAL ACTIVITIES AND HOSPITALS	00
73A	Bureau of Medicine and Surgery Field Office	
73B	Dental Activity	
73C	Disease Vector Control Center	
73D	Dispensary	
73E	Hospital	
73F	Laboratory - Medical	
73G	Medical Center/Clinic	
73H	Medical Unit	
73J	Preventive Medicine Unit	
73K	Research Institute and Unit	
73L	School/Joint School, Medical	
73M	Toxicology Unit	
73N	Ophthalmic Support Activity/Training	
73P	Joint Medical Activity	
73Q	Medical Data Services Center	
73Z	Medical Activities and Hospitals - n.e.c.	
74	MEDICINE AND SURGERY, BUREAU OF	00
74A	Bureau of Medicine and Surgery	
74Z	Medicine and Surgery, Bureau of - n.e.c.	
75	MINE WARFARE ACTIVITIES	5
75A	Air Mine Defense Development Unit	
75B	Degaussing Station/Range/Facility	
75C	Drill Mine Preparation Facility	
75D	Experimental Mine Development	
75E	Magnetic Channel Range	
75F	Magnetic Minesweeper Range	
75G	Magnetic Proving Ground	
75H	Magnetic Survey	
75J	Mine Assembly Base	
75K	Mine Countermeasures Station/Unit	
75L	Mine Defense Laboratory	
75M	Mine Depot/Facility	
75N	Mine Recovery Unit	
75P	Mine Warfare Experimental Station	
75Q	Mine Warfare Proving Ground	
75R	Mine Engineering Facility	
75S	Mobile Mine Assembly Unit/Group	
75Z	Mine Warfare Activities - n.e.c. (For Mine Warfare Training Center, use 91E)	
76	INTELLIGENCE ACTIVITIES	00
76A	Air Intelligence Training Center	
76B	Central Intelligence Agency (CIA)	
76C	Intelligence Office, Naval District or River Command	
76D	Field Intelligence Office	
76E	Fleet Air Intelligence Augmenting Unit	
76F	Fleet Intelligence Training Center/Fleet Intelligence Center	
76G	Intelligence Support Center/Unit	
76H	Armed Forces Air Intelligence Training Center	
76J	Defense Intelligence Agency/Defense Intelligence School	

80D	Naval Boards	
80E	Examining Boards (Line, Medical, and Supply)	
80F	Office of the Comptroller	
80G	Office of the General Counsel	
80H	Office of Civilian Manpower Management	
80J	Office of Information (CHINFO)	
80K	Office of the Judge Advocate General/Judiciary Activity Branch Office/Law Center	
80L	Office of the Management Engineer	
80M	Headquarters, Naval Material Command	
80N	Office of Strategic Services	
80P	Physical Disability Review Board/Office of Naval Disability Evaluation	
80Q	Review Discharges and Dismissals	
80R	Immediate Office of the Secretary of the Navy	
80S	Office of Legislative Affairs	
80T	Office of Program Appraisal	
80U	Office of Naval Petroleum and Oil Shale Reserves	
80Z	Navy Department, Miscellaneous - n.e.c.	
81	NAVAL SHIPYARDS	00
81A	Naval Shipyard (including Pearl Harbor)	
81B	Navy Shipbuilding Scheduling Activity	
81Z	Naval Shipyards - n.e.c.	
82	OFFICE OF THE CHIEF OF NAVAL OPERATIONS	00
82A	Chief of Naval Operations	
82B	Director Naval Communications	
82C	Fleet Hurricane Forecasting Facility/National Hurricane Center	
82D	Fleet Weather Central or Facility/Naval Weather Service Environmental Detachment (NWSED)	
82E	Inspection and Survey Boards	
82F	Inspector General	
82G	Naval History	
82H	Naval Weather Service Command	
82J	Naval Safety Center	
82K	Manpower Validation Office/Manpower Survey Office/Navy Manpower and Material Analysis Center	
82L	Fleet Combat Direction Systems Support Activity	
82Z	Office of the Chief of Naval Operations - n.e.c.	
83	NAVAL ORDNANCE SYSTEMS COMMAND (See 93)	00
83A	Naval Ordnance Systems Command Headquarters	
83B	Bureau of Weapons Fleet Readiness Representative	
83C	Intra-Bureau Change Committee	
83D	Weapons Systems Analysis Office	
83E	Naval Ordnance Systems Support Office	
83Z	Naval Ordnance Systems Command - n.e.c.	
84	ORDNANCE PLANTS AND ACTIVITIES: PROVING GROUNDS AND RANGES	00
84A	Ammunition and Net Depot	
84B	Guided Missile Factory Training and Training Unit	
84C	Guided Missile Unit, Group, and Detachment	
84D	Magazine and Net Depot	
84E	Missile Range/Center/Facility/Systems	
84F	Mobile Ordnance Service Unit	

84G	Naval Weapons Quality Assurance Office/Naval Weapons Engineering Support Activity	
84H	Ordnance Facility	
84J	Ordnance Laboratory	
84K	Ordnance Missile Test Facility	
84L	Ordnance Plant	
84M	Ordnance Supply Office	
84N	Ordnance Test Station and Unit	
84P	Ordnance Unit	
84Q	Proving Grounds and Ranges	
84R	Rangefinder Calibration Station	
84S	Rifle Range	
84T	Weapons Plant (Formerly: Gun Factory)	
84U	Weapons Station/Center	
84V	Aviation Weapons Facility	
84Z	Ordnance Plants and Activities; Proving Grounds and Ranges - n.e.c.	
85	PROJECTS, SPECIAL	00
85A	Armed Forces Special Weapons Projects (AFSWP) (Sandia Base)	
85B	Army Chemical Center	
85C	Camp Detrick	
85D	Clarkesville Base, Tennessee	
85E	Lake Mead Base, Las Vegas	
85F	Nuclear Ordnance Unit	
85G	Nuclear Weapons Training Center/Group	
85H	Nuclear Weapons Annex	
85J	(Intentionally left blank)	
85K	Special Weapons Unit	
85L	Task Forces, 1, 3, and 7	
85M	Weapons Annex, Charleston	
85N	Astronautic Group	
85Z	Projects, Special - n.e.c.	
86	COMMUNICATIONS, RADIO, AND SECURITY ACTIVITIES (CONTINENTAL AND ADVANCED)	00
86A	Communication Station/Unit	
86B	Communications Security Group/Department/Research Operations Department, AGTR	
86C	Communication Training Center	
86D	Navigation Aids Support Team (Formerly Lorac Support Teams)	
86E	Naval Security Station, Washington, D. C.	
86F	Radio Direction Finder Station	
86G	Radio Station/Facility	
86H	Communications Security Material Mobile Issuing Office	
86J	Security Engineering Facility	
86K	Shore Based Radar (Argus - see 04A)	
86L	Radio Frequency Spectrum Activity	
86M	Joint Communications Activity/Training	
86N	Navy Courier Service Headquarters or Detachment	
86P	Headquarters Naval Telecommunications Command (Formerly: Naval Communications Command)	
86Z	Communications, Radio, and Security Activities (Continental and Advanced) - n.e.c.	
87	RECEIVING STATIONS, BARRACKS, SHIPS, AND STATION SHIPS	00*
87A	Advanced Base Personnel Depot	

* One or more exceptions exist within the major grouping.

87B	Civil Affairs Staging Area	
87C	Personnel Distribution Office	
87D	Receiving Barracks	
87E	Receiving Ship	
87F	Receiving Station	
87G	Receiving Station Ship	
87H	Reserve Center/Facility	
87J	Separation Center	
87K	Training and Distribution	
87L	Training Publications Center/Detachment	
87M	Reserve Training Submarine	3
87N	Transient Personnel Unit	
87P	Reserve Readiness Command	
87Z	Receiving Stations, Barracks, Ships, and Station Ships - n.e.c.	
88	REPAIR AND SERVICE UNITS, BASES, AND FACILITIES	4
88A	Base Service Unit	
88B	Destroyer Repair Unit	
88C	Landing Boat Repair Unit	
88D	Material Salvage Unit/Harbor Clearance Unit or Team	
88E	Mobile Technical Unit	
88F	Service Unit and/or Facility	
88G	Ship Repair Facility/Office/Shore Support Group	
88H	Submarine Repair Unit	
88J	Target Repair Base or Unit	
88K	Inactive Ship Maintenance/Storage Facility	
88Z	Repair and Service Units, Bases, and Facilities - n.e.c.	
89	RESEARCH AND EXPERIMENTAL ACTIVITIES	00
89A	Antisubmarine Development Detachment	
89B	Arctic Research and Evaluation Laboratory	
89C	Civil Engineering Laboratory	
89D	Naval Ship Research and Development Center (includes the former David Taylor Model Basin)	
89E	Naval Electronics Laboratory Center (formerly: Command Control Communications Laboratory Center)	
89F	Engineering Experiment Station	
89G	Experimental Diving Unit	
89H	Oceanographic Research Station	
89J	National Defense Research Council	
89K	Naval Boiler and Turbine Laboratory	
89L	Naval Computing Machine Laboratory	
89M	Naval Observatory	
89N	Naval Research Laboratory (includes annexes)	
89P	Office of Naval Research and Branch Offices	
89Q	Operational Development Center	
89R	Operations Evaluation Group and Detachment	
89S	Naval Radiological Defense Laboratory	
89T	Training Device/Equipment Center/Facility	
89U	Underwater Sound Laboratory	
89V	Weather/Environmental Research Facility	
89W	Institute of Naval Studies; Center for Naval Analysis	
89Z	Research and Experimental Activities - n.e.c.	

90	SEA FRONTIERS AND NAVAL DISTRICTS (CONTINENTAL AND ADVANCED)	00
90A	Aircraft Warning Center	
90B	Antisubmarine Warfare Unit/Facility	
90C	Berthing Facility	
90D	District Headquarters	
90E	Fleet Post Office	
90F	(Intentionally left blank)	
90G	Harbor Entrance Control Post	
90H	Motion Picture Exchange	
90J	Office of Industrial Manager	
90K	Personnel Accounting Machine Installation	
90L	Reserve Supplement Headquarters	
90M	Sea Frontier	
90N	Underwater Detection Unit	
90P	(Intentionally left blank)	
90Q	Fleet Data Processing Service Center/Data Service Detachment	
90R	Fleet Religious Support Activity	
90Z	Sea Frontiers and Naval Districts (Continental and Advanced) - n.e.c.	
91	SCHOOLS AND EDUCATIONAL ACTIVITIES, STAFF (For Service Academies/Monterey see 98)	00
91A	Advanced Command and Staff School	
91B	Correspondence Course Center	
91C	Enlisted Training Activity (Class A, B, C, and P Schools)	
91D	Examining Center	
91E	Fleet Training Activity	
91F	Functional Training Activity	
91G	Merchant Marine Academy	
91H	(Intentionally left blank)	
91J	Officer Special School	
91K	Basic Naval Aviation Officers School	
91L	NROTC/NJROTC/OCS/ROC/AOC/ADCOP/NESEP School	
91M	Training Centers and School Commands (except Recruit and Training Commands)	
91N	General Line School	
91P	Defense Language Institute	
91Q	Joint Training Activity (except Command and Staff Colleges)	
91H	Training Support Command/Education and Training Support Center/Detachment	
91S	Naval Education and Training Command	
91T	Chief of Technical Training/Technical Training Center	
91U	1200 psi Mobile Training Team	
91Z	Schools and Educational Activities, Staff - n.e.c. (for Service Academies/Monterey see 98)	
92	NAVAL ELECTRONIC SYSTEMS COMMAND	00
92A	Naval Electronic Systems Command Headquarters	
92B	Naval Electronic Systems Command Division/Activity/Office	
92C	Naval Shore Electronics Engineering Activity	
92Z	Naval Electronic Systems Command - n.e.c.	
93	NAVAL SEA SYSTEMS COMMAND (formerly Naval Ship Systems Command and Naval Ordnance Systems Command)	00
93A	Naval Sea Systems Command Headquarters	
93B	Naval Ship Engineering Center	
93Z	Naval Sea Systems Command - n.e.c.	

94	SUPERVISION OF NONNAVAL INDUSTRIAL PLANTS AND CONSTRUCTION ACTIVITIES	00
94A	Navy Area Audit Service	
94B	Civil Works Contracts	
94C	Cost Inspection	
94D	Public Works Contracts	
94E	Officer in Charge of Contracts and Resident OIC of Contracts	
94F	Supervisor of Shipbuilding and Naval Inspector of Ordnance	
94G	Supervisor of Shipbuilding, Conversion, and Repair	
94Z	Supervision of Nonnaval Industrial Plants and Construction Activities - n.e.c.	
95	NAVAL SUPPLY SYSTEMS COMMAND	00
95A	Naval Supply Systems Command Headquarters	
95B	Navy Central Disbursing Office	
95C	Navy Finance Center/Naval Accounting and Finance Center	
95D	(Intentionally left blank)	
95E	Regional Finance Office	
95F	Material Transportation Office	
95Z	Naval Supply Systems Command - n.e.c.	
96	TORPEDO ACTIVITIES	00
96A	Underwater Weapons Research Engineering Station	
96B	Naval Aircraft Torpedo Unit	
96C	Torpedo Range	
96D	Torpedo Station	
96E	Torpedo Unit - Field and Mobile	
96F	(Intentionally left blank)	
96Z	Torpedo Activities - n.e.c.	
97	TRAINING STATIONS (RECRUIT TRAINING)	00
97A	Recruit Training Center (NTC)	
97Z	Training Stations (Recruit Training) - n.e.c.	
98	SERVICE ACADEMIES OR POSTGRADUATE SCHOOLS	00
98A	Air Force Academy	
98B	Military Academy	
98C	Naval Academy	
98D	Postgraduate School, Monterey/Management Systems Center, Monterey	
98E	Coast Guard Academy	
98Z	Service Academies or Postgraduate Schools - n.e.c.	
99	NAVAL FACILITIES ENGINEERING COMMAND	00
99A	Naval Facilities Engineering Command Headquarters	
99E	Field Engineering Division	
99F	Advanced Base Construction Depot	
99G	Construction Battalion Base Unit	
99H	Construction Battalion Center	
99J	Construction Equipment Repair Depot	
99K	District Public Works Office	
99L	Drydock Facility	

99M	Drydock (Floating Type)
99N	Drydock (Graving Type)
99P	Pontoon Assembly Detachment
99Q	Public Works Center
99R	Yards and Docks Supply Office and Depot
99S	Nuclear Power Unit
99Z	Naval Facilities Engineering Command - n.e.c.

*

RIVERINE WARFARE CRAFT

1

ASPB	Assault Support Patrol Boat
ATC	Armored Troop Carrier
CCB	Command and Control Boat
MON	Monitor
PACV	Patrol Air Cushion Vehicle
PBR	River Patrol Boat
PCF	Patrol Craft, Inshore
	Riverine Warfare Craft - n.e.c.

*This group applicable to TYCOM Code structure only

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